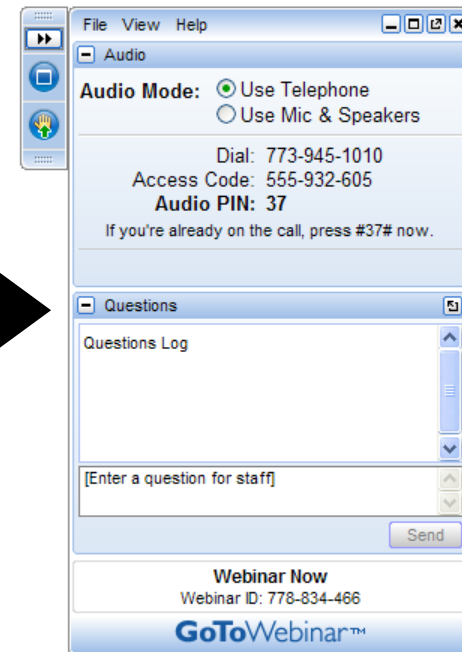




Kathryn Carlson, SPHR
March 30, 2017

- If you have questions during the presentation, please submit them using the “Questions” feature
- Questions will be answered at the end of the webinar
- If your question does not get answered, we will reach out to you individually





Passion to Prevent

Premier provider of technology enabled compliance and HR management solutions

Comprehensive risk management, safety, and compliance software platform

HOW SAFE IS YOUR COMPANY?

70%

of the estimated 14.8 million Americans who use illegal drugs are employed

In large federal surveys,

24%

of workers report drinking during the workday at least once in the past year

Workers with
**ALCOHOL
PROBLEMS**
tend to have more absences

*Per the National Council on Alcoholism and Drug Dependence



Implement a fair and respectful program

Development of a comprehensive policy

Establish testing processes

Educate Employees and Manager

Promote Employee Assistance Programs(EAP)



The use of alcohol or drugs by employees during working hours on the job site or on company property (including company vehicles) is absolutely prohibited.

Individuals are required to submit to drug and/or alcohol testing in accordance with this policy. No individual will be tested for alcohol unless a reasonable suspicion exists that the person is under the influence of drugs an/or alcohol, or they are involved in an OSHA recordable on the job accident and there is reasonable suspicion that the use of drugs and/or alcohol was involved.

Participants will be required to take an alcohol test by way of evidential breath testing device (breathalyzer).



- Having a positive test result.
- Failing to take a test as scheduled
- Failing to keep a scheduled appointment with EAP or
- Failing to participate in and/or complete the assigned treatment or education program



Pre-employment testing can reduce pool of qualified applicants but also eliminate employees who are not suitable for employee

Consider what you will test for and how you will address usage.

The cost is paid by the employer.



Testing may be done when employees are involved in a work related accident or incident that results in a fatality, a lost time injury, OSHA recordable incident or significant property damage or monetary loss.

Testing is done at the employers expense and the employer is entitled to the results.



Testing is based on a algorithm that ensures that testing is random.

Random Testing can be limited to certain safety sensitive employee positions.

Care must be taken to design a fair program that balances impact to work productivity and test accuracy.

Testing is done at the employers expense and the employer is entitled to the results.

BENEFITS

of a Drug-Free Workplace Program



- ▶ Ensures that employees are working at an optimal level
- ▶ Keeps workplace accidents and worker's compensation claims down
- ▶ Provides a safer and more productive workplace
- ▶ Sends a clear message that drugs and alcohol are prohibited



KPA and Succeed clients please see the additional training modules and program development resources in the HRDrive or Risk Management Center, contact the Client Service Center at [800-486-0400](tel:800-486-0400) or use the “Ask the HR Expert” link for additional assistance.
