

FAST FACTS



Focused on Keeping Our Customers Informed

www.workforceessentials.com

Clarksville 551-9110 or toll free 1-800-865-0981

Should your company become a Drug Free Workplace??

Even though many employers choose to ignore the problem, substance abuse in the workplace has a real impact on their bottom line. Substance abuse drains more than \$100 Billion from American businesses every year in ...

- **WORKERS' COMPENSATION:** 38% to 50% of all Workers' Compensation claims are related to substance abuse in the workplace; substance abusers file three to five times as many Worker's Compensation claims. In Tennessee, the average Worker's Compensation claim is \$25,000!
- **MEDICAL COSTS:** Substance abusers incur 300% higher medical costs than non-abusers.
- **ABSENTEEISM:** Substance abusers are 2.5 times more likely to be absent eight or more days a year.
- **LOST PRODUCTIVITY:** Substance abusers are 1/3 less productive.
- **EMPLOYEE TURNOVER:** It costs a business an average of \$7,000 to replace a salaried worker.

The cold, hard facts:

- Estimated cost of low productivity suffered by business attributed to drugs \$100 billion

- 9.7 million Americans use Marijuana

- 18 million Americans over 18 are alcoholics, or severely abuse alcohol



- 23.7 million Americans have used Cocaine
- 70% of adult drug users are employed
- Drug and Alcohol abusers are 3.6 times more likely to injure themselves or others on the job
- Drug and Alcohol abusers cost the US more than \$110 billion a year in medical claims
- One in twelve employees report current use of illicit drugs
- Did you know that drug users are responsible for 35% of all workplace absenteeism and 40-80% of all theft
- Substance abuse is the cause of 40% of all injuries and deaths within business across America
- Each substance abuser costs an employer an average of \$11,000 each year

- A lawsuit due to an employee's substance abuse problem can cost an employer his or her livelihood
- While 90% of large businesses have a Drug-Free workplace testing program in place, only 10% of small to mid-size businesses have administered a program. **Because of this, drug abusers often choose to "hide out" in small businesses that lack a comprehensive drug testing program.**

Reasons to Implement a Drug-Free Workplace Policy

Most drug users are employed, and when they arrive for work, they don't leave their problems at the



door. Some costs—increased absences, accidents and errors—are obvious. Others, such as low morale and high illness rates, are less so, but their effects may be equally harmful. Small businesses are often burdened with these costs, since they often do not have the resources to address the problem. In fact, according to the United State Department of Labor, **87 percent of full-time employed illicit drug users work for businesses with less than 500 employees.** More than 40 percent work for businesses with less than 25 employees. To protect your business and employees, consider the following reasons to establish a drug-free workplace policy:

1. Reduce workplace injuries: One in six workplace deaths, and one in four workplace injuries, involve drugs or alcohol use. By implementing clear rules regarding drug use and communicating the consequences of using drugs or alcohol

during work, drug use as well as the number of work-related accidents and injuries should significantly decrease.



LSD 'Stickers'

2. Improve productivity:

Employees who frequently use drugs or alcohol tend to miss work or run late more often than non-users. Additionally, those who use drugs are twice as likely to change employers three or more times in a year than non-users. By instituting a drug-free work place policy, you will hold workers accountable for their behavior and will likely have fewer drug users in your workforce, which translates into more productive workers.

3. Establish safe, healthy work environments:

By implementing a drug-free workplace program, you show your desire and commitment to having a safe, healthy work environment.

4. Decrease workers' compensation claims:

The National Institute of Drug Abuse found that substance users cost employers twice as much in workers' compensation and medical expenses as non-



users. Additionally, substance abusers are five times more likely to file workers' compensation claims. By reducing drug use among employees, you can reap savings from not only fewer workplace injuries, but also fewer workers' compensation claims. In addition, participation in the Tennessee Drug-Free Workplace program **allows workers' compensation claims to be denied** if the accident was the result of drug or alcohol use.

5. Decrease workers' compensation premiums: To encourage businesses to implement drug-free workplace programs, Tennessee has a law that enables businesses to receive workers' compensation **insurance premium credits of 5 percent**, if they implement a drug-free workplace program.

6. Educates employees about the affects of drug use on the company: A drug-free workplace program should contain an educational component that informs employees on the health and safety risks drug use imposes on all employees. You should also point out to employees the costs drug use has on your company's bottom line, productivity and increased health-care costs.

7. Shows employees you have a vested interest in them: A drug-free workplace program shows employees that you care about their health and safety. By providing helpful resources, such as confidential hotline numbers or names of treatment centers, to assist employees who have substance abuse problems, you illustrate your commitment to seeing your employees get help and improve their quality of life.



8. Overall cost savings improve the bottom line: Benefits from implementing a drug-free workplace program include lower absenteeism, increased productivity, reduced workers' compensation filings and fewer accidents. More discrete savings include improved employee morale, creativity and emotional stability. As a result of these savings and cost reductions, the net profit of your business improves.

9. Opportunity to receive government contracts: If your business wants to contract with the government (federal, city, State, local) you must have a drug-

free policy in place. Under the Drug-Free Workplace Act of 1998, most companies seeking contracts with the federal government must maintain a drug-free workplace. Additionally, Tennessee law says that if you have 5 or more employees, you must participate in the Tennessee Drug Free Workplace program to bid on any governmental construction related jobs.



How do EMPLOYEES Benefit from an Alcohol and Drug-Free Workplace?

Working for a company that is alcohol and drug free has a lot of advantages. Employers who maintain alcohol-and drug-free workplaces do more than just protect their business assets—they contribute to the improved safety, health and well being of their workforce. Employees benefit from knowing that drug-free workplace program not only applies to them, but to all coworkers and managers on whom their safety and security depends. Take a moment to consider the positive impact a drug-free environment has on:

Safety: Employees in drug-free environments have a greater confidence that their workplaces are safe.

Health: Employees in drug-free environments take comfort in knowing that their workplace is healthy

Productivity: Employees in a drug-free environments are reassured that their workplaces are productive

Morale: Employees in a drug-free workplaces are pleased to part of a team that gets the job done and enjoy the benefits of higher morale

Security: Employees in drug-free workplaces appreciate that their employer's policies make them more secure.

Well-Being: Employees in drug-free workplaces feel an enhanced sense of well being.

WorkForce Essentials provides businesses with all the necessary tools, supervisory training, and services needed to implement a Tennessee Drug Free Workplace program or comply with DOT testing requirements of CDL drivers.

- **Develop personnel policies** for drug free workplace program or DOT testing program.
- Perform pre-employment, random draw, reasonable suspicion and post accident **drug & alcohol screening.**
- We are on call **24-hours a day!**
- Random screenings can be **drawn on-site**; saving your company money and time.
- Convenient, **no wait testing locations** in nine counties in Middle TN.
- Furnish negative **test results within 24 hrs.** from the time the specimen arrives at the laboratory.
- Medical Review Officer (**MRO**) **verification** on all positive results.
- **Email test results.**
- **Web-based testing information** available 24/7.
- Conduct **supervisory training.**
- Complete and **submit your TN Drug Free Workplace application** and annual renewal.
- **Complete drug free workplace program management services.**

Pizza industry at risk for drugs in workplace...

STRANGE NEWS: Pizza shop employee busted for delivering pies and pot

KENT, Ohio—An employee of a pizzeria here was busted June 4 for selling pot along with pizza.

According to NewsNet5.com, police say 28-year-old Steven J. Ellis not only took orders for pizza and marijuana, he would deliver the dope with food orders if asked. The pizzeria was not named in the report.

When Kent Police arrested Ellis, he possessed several bags of marijuana ready for sale.

He was later charged with trafficking in marijuana.

Download your TN Drug Free Workplace posters from the TN Dept of Labor & Workforce Development at: http://www.state.tn.us/labor-wfd/Publications/WC/DrugFreeWP_poster.pdf



2008 Drug-Free Workplace Supervisor Training Schedule

Cheatham

April 10, 2008 9:00 AM to 11:00 AM

Davidson

April 9, 2008 11:30 AM – 1:30 PM
Oct 2008

Dickson

April 2, 2008 9:00 AM to 11:00 AM
Oct 8, 2008 1:00 PM to 3:00 PM

Houston

April 23, 2008 1:00 PM to 3:00 PM
Oct 22, 2008 1:00 PM to 3:00 PM

Humphreys

April 23, 2008 9:00 AM to 11:00 AM
Oct 22, 2008 9:00 AM to 11:00 AM

Montgomery (held at Admin)

Mar 12, 2008 9:00 AM to 11:00 AM
June 4, 2008 9:00 AM to 11:00 AM
Sep 10, 2008 9:00 AM to 11:00 AM
Dec 3, 2008 9:00 AM to 11:00 AM

Robertson

April 16, 2008 9:30 AM to 11:30 AM
July 2008 9:30 AM to 11:30 AM
Oct 2008 9:30 AM to 11:30 AM

Stewart

April 17, 2008 10:00 AM to 12:00 PM (Stewart)
April , 2008 (Henry)
Oct 2008

Sumner

April 16, 2008 1:00 PM to 3:00 PM
Oct 2008 1:00 PM to 3:00 PM

Williamson

April 2, 2008 1:00 PM to 3:00 PM
Oct 8, 2008 9:00 AM to 11:00 AM

Wilson

April 10, 2008 1:30 PM to 3:30 PM

This schedule is for WEInc's current Drug & Alcohol Screening customers... if you are interested in becoming a WEInc customer and sending your supervisors to training, please contact Helen Balthrop at 800.865.0981 or hbalthrop@workforceessentials.com

**Drug Free
Workplace
Supervisor
Training
ROCKS!**

