

# DRUG-FREE WORKPLACE PROGRAMS

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*Working Drug Free Works!*



# Presenters

**Amy Ronshausen**

Drug Free America Foundation

**Karen Belanger**

Drug Free America Foundation

**Dr. Angel Prado**

Centros de Integración Juvenil (CIJ)

**Ergin Beceren**

Turkish Green Crescent

# Drugs in the workplace

60% of the world's production of illegal drugs is consumed in the U.S.

Nearly 70% of current users of illegal drugs are employed.

Nearly 1 in 4 employed Americans between the ages of 18 - 35 have illegally used drugs.

1/3 of employees know of the illegal sale of drugs in their workplace.

20% of young workers admit using marijuana on the job.

# Impact to the U.S. Workplace

- **WORKERS' COMPENSATION CLAIMS:** 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.
- **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.

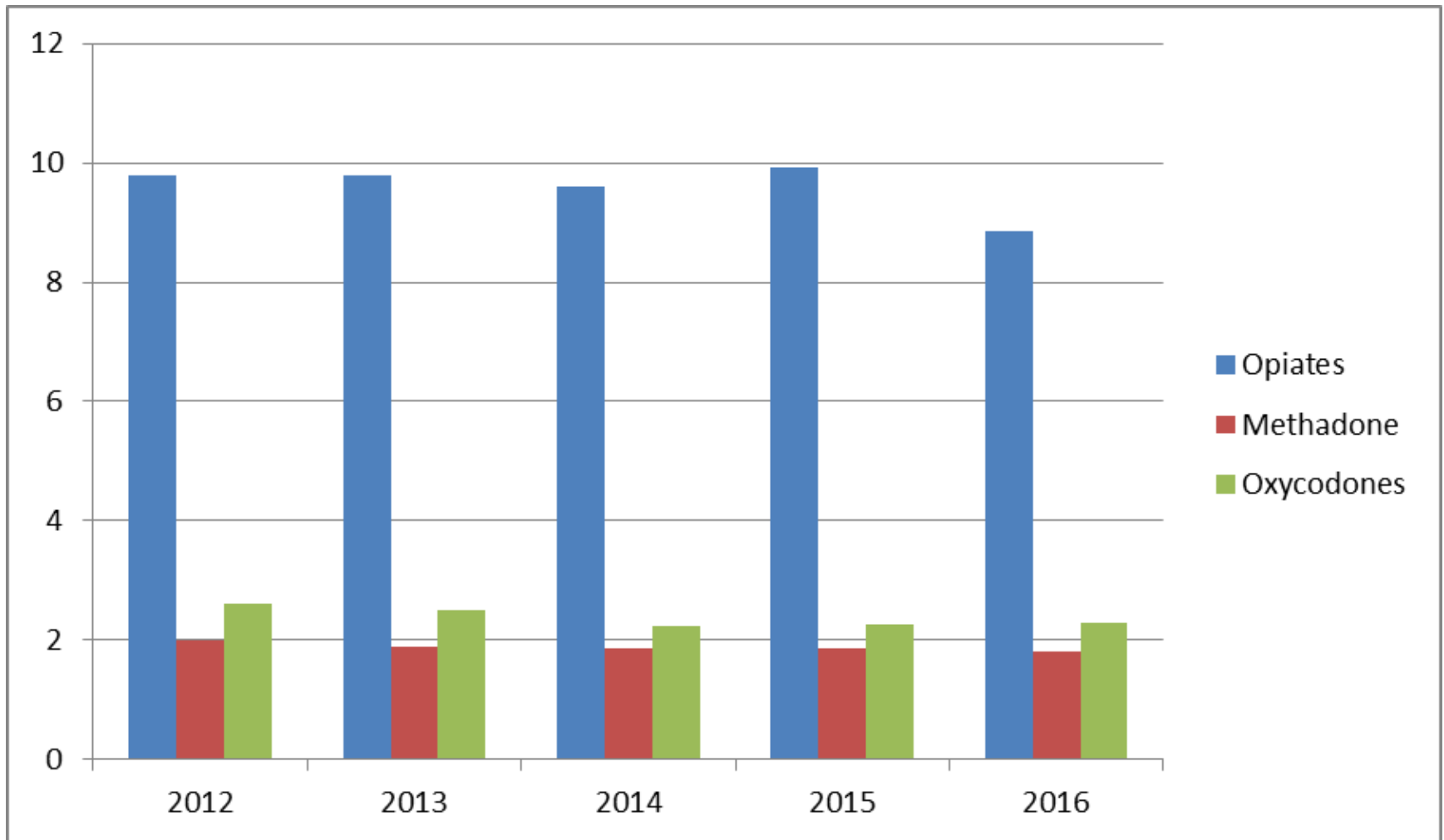
# Additional Impacts

- Tardiness/sleeping on the job
- After-effects of substance use (hangover, withdrawal) affecting job performance
- Poor decision making
- Loss of efficiency
- Theft
- Lower morale of co-workers
- Increased likelihood of having trouble with co-workers/supervisors or tasks
- Preoccupation with obtaining and using substances while at work, interfering with attention and concentration
- Illegal activities at work including selling illicit drugs to other employees
- Higher turnover
- Training of new employees
- Disciplinary procedures

# Opioids in the Workplace

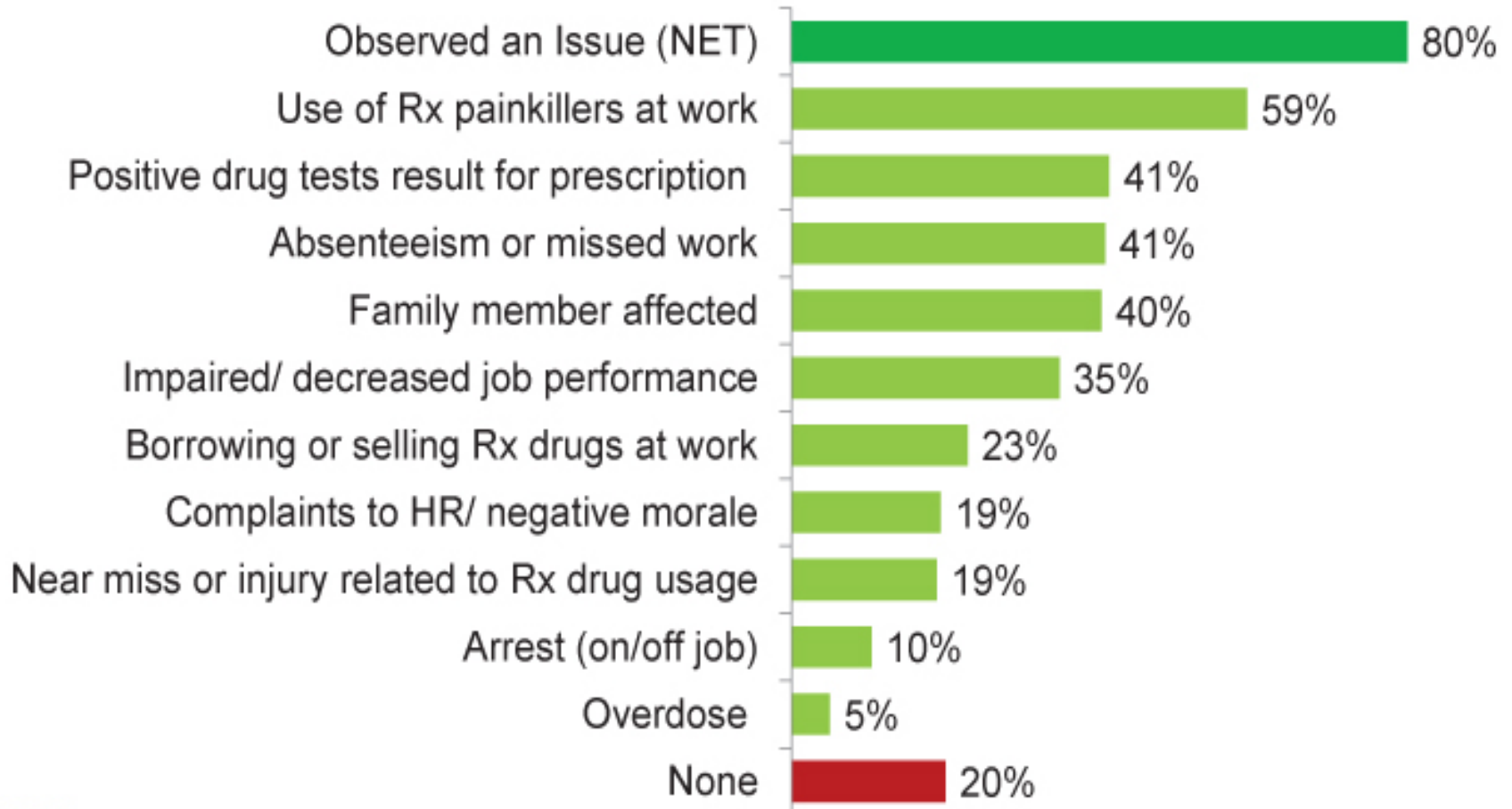
- Nationally, 4.3 million current nonmedical users of painkillers. Nearly 2 million people have painkiller substance use disorders.
- 23% of the U.S. workforce has used prescription drugs non-medically
- Even employees who take a regular dose may be too impaired to work, especially in a safety-sensitive position
  - • In 2006, the estimated total cost in the United States of nonmedical use of prescription opioids was \$53.4 billion, of which **\$42 billion (79%) was attributable to lost productivity**

# Urine Drug Tests- for Combined U.S. Workforce, as a % of All Non-Negatives



# Survey of Indiana businesses

## Observed Workplace Issues



11- Total)





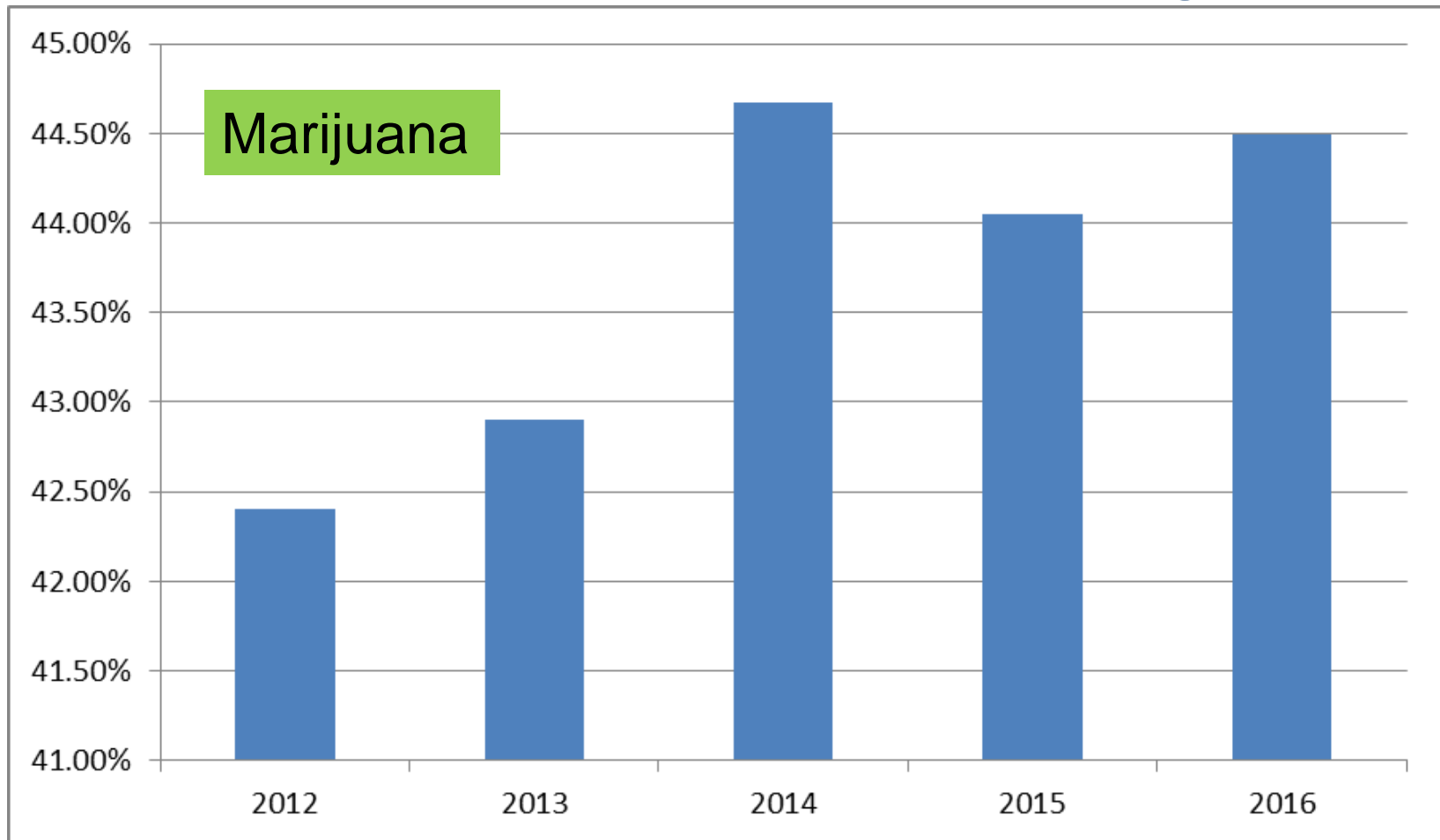
85% more injuries at work  
78% increase in absenteeism  
64% more disciplinary problems  
55% industrial accidents

Source: Zwerling and Associates. Journal of the American Medical Association. Vol. 264; pp. 2639-2643. 1990.

# U.S. Marijuana in Workplace Testing

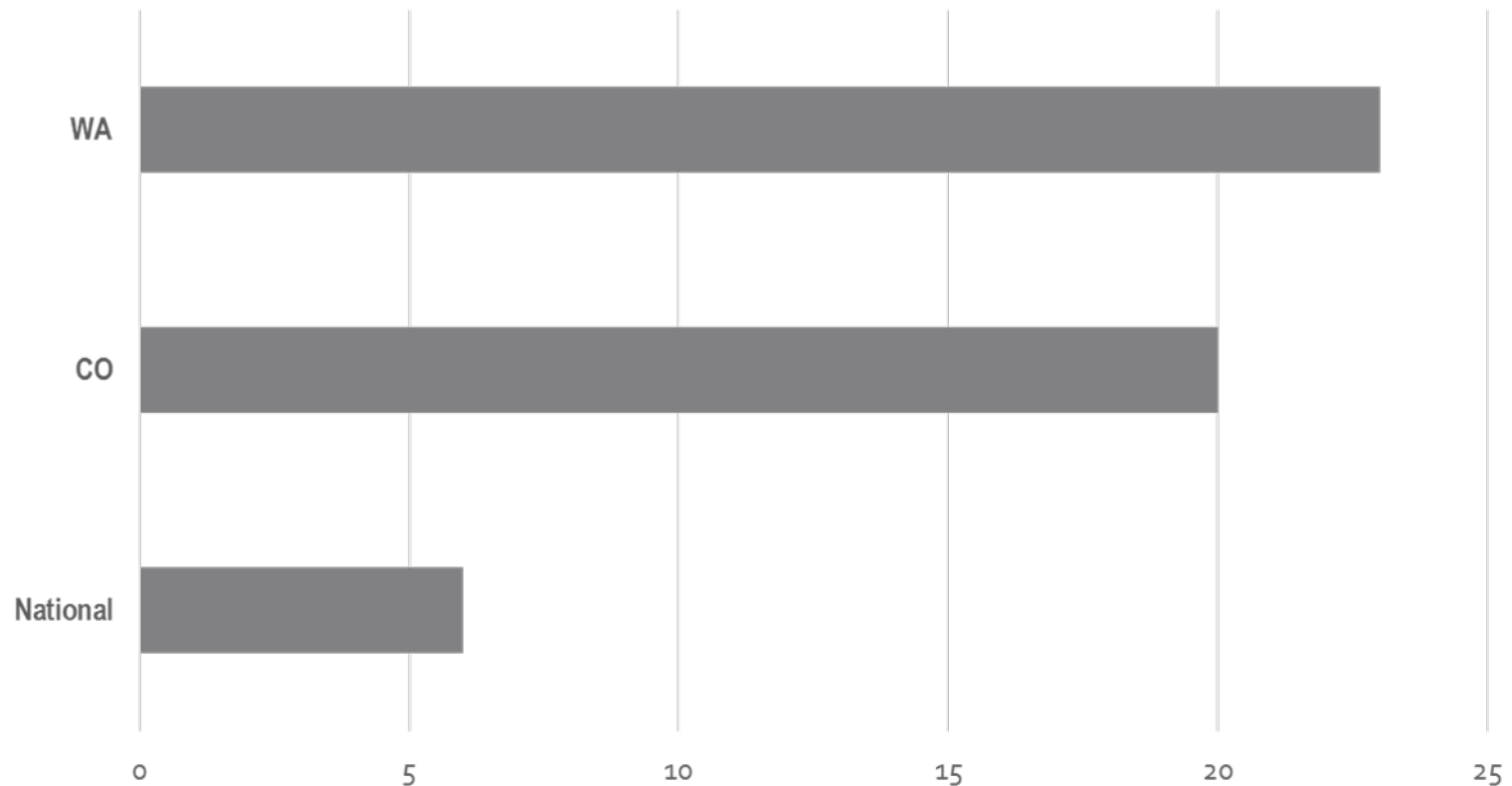
- Marijuana positivity continued its upward climb in both the federally-mandated, safety-sensitive and general U.S. workforces.
  - In oral fluid testing, which detects recent drug use, **marijuana positivity increased nearly 75 percent**, from 5.1 percent in 2013 to 8.9 percent in 2016 in the general U.S. workforce.
  - Marijuana positivity also increased in both urine testing (2.4 percent in 2015 versus 2.5 percent in 2016) and hair testing (7.0 percent in 2015 versus 7.3 percent in 2016) in the same population.
- Among the federally-mandated, safety-sensitive workforce, which only utilizes urine testing, marijuana positivity increased nearly **10 percent** (0.71 percent in 2015 versus 0.78 percent in 2016), **the largest year-over-year increase in five years.**

# Urine Drug Tests- For Combined U.S. Workforce, as a % of All Non-Negatives



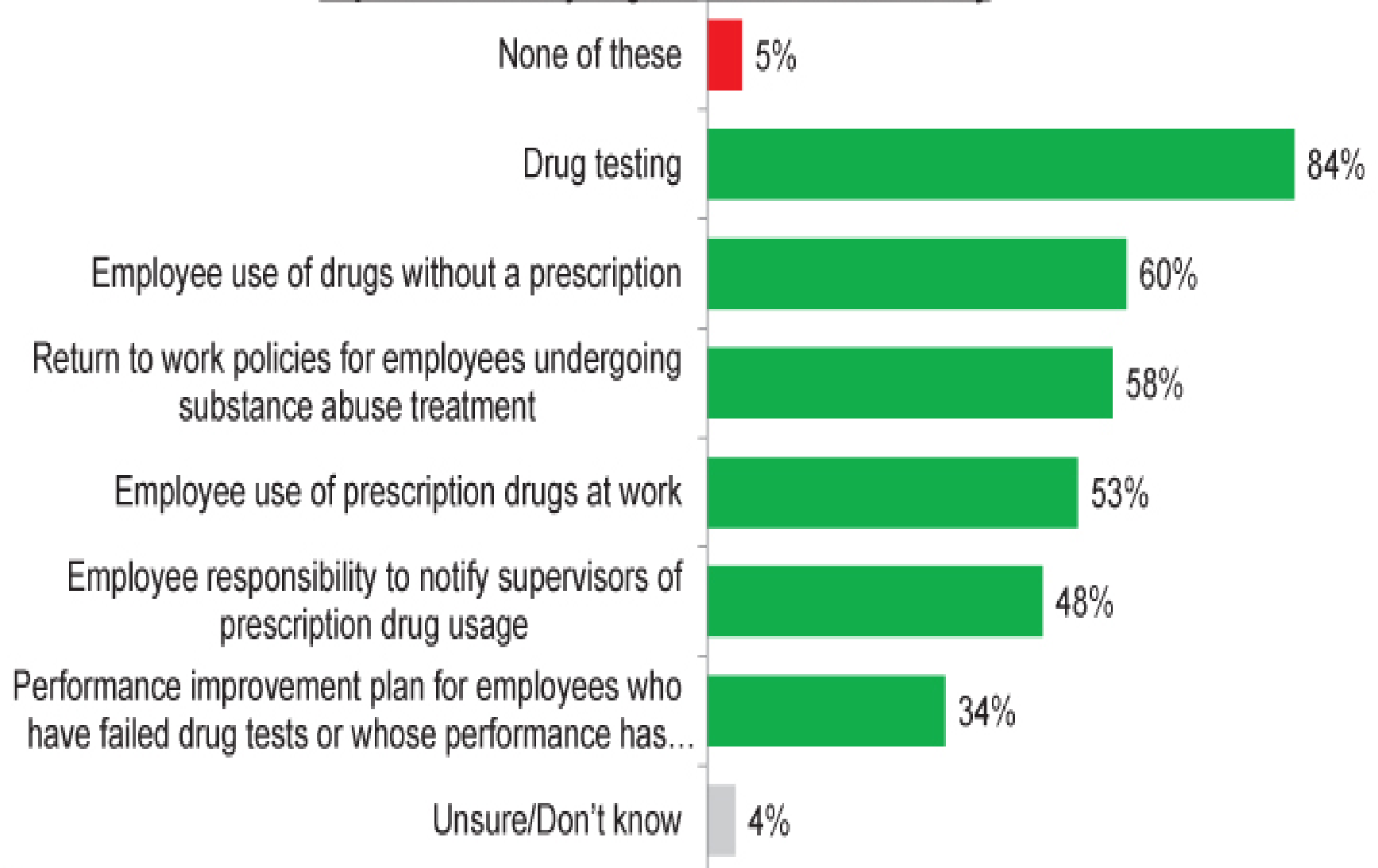
# Quest Diagnostics Drug Test Index

Workplace Pos MJ Tests: Increase from 2012-2013



Source: Jo McGuire CEO, Five Minutes of Courage [www.realmarijuanafacts.org](http://www.realmarijuanafacts.org)  
<http://www.questdiagnostics.com/home/physicians/health-trends/drug-testing>

### Topics Covered by Organizations Written Policy





# National Drug-Free Workplace Alliance

# Drug-Free Workplace Programs

## What do they do?

- Boost community prevention efforts
- Educates on the harms of substance abuse
- Encourage employees to not use illicit drugs
- Support substance abuse recovery
- Help businesses thrive



# What is a drug-free workplace?

- A workplace where ***"the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited."*** - *Drug-Free Workplace Act of 1988* -established the standards for drug-free workplace programs.
- Substance abuse is counter-productive to workplace safety, health, and productivity.
- Most U.S. employers strictly prohibit illegal drugs and alcohol at work.
- U.S. government has strict, mandated procedures affecting federally regulated administrations, government contractors and grantees.

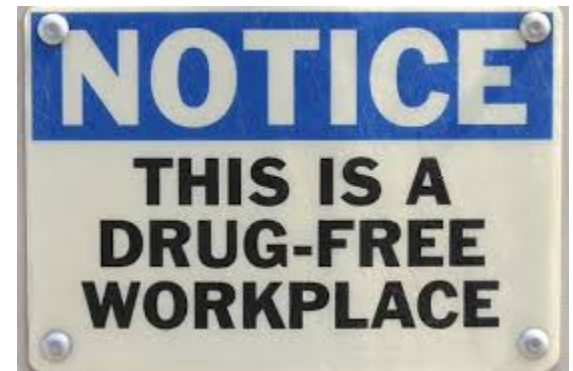


# Importance of drug-free workplaces

- Studies conducted to determine efficacy
  - ***U.S. Postal Service study showed financial benefit of program***
- The Society of Human Resource Management and the Drug and Alcohol Testing Industry Association study
  - ***Reaffirmed results from earlier studies.***
- What Will Legal Marijuana Cost Employers? - White Paper by S. Rusche and K. Sabet, PhD
  - ***Call to action.***

# Components of a drug-free workplace program

- **Drug-free workplace policy**
- **Employee education**
- **Supervisor training**
- **Employee Assistance Program (EAP)**
- **Drug testing**



# Drug-free workplace policy

- Main elements of an effective policy are:
  - Goals
  - Definitions, expectations, and prohibitions
  - Dissemination strategies
  - Benefits and assurances
  - Consequences and appeals



# Employee education

- Communicate the value of the employee.
- Clearly communicate the hazards of substance use.
- Explain the benefits of avoiding substance use.
- It should also:
  - Provide materials on the risks of misusing alcohol, prescription drugs, and other drugs.
  - Inform employees on how to avoid substance use problems.
  - Provide general health promotion information on topics such as stress management, healthful eating, and fitness.

# Supervisor training

- Know the organization's policy and program.
- Be aware of legally sensitive areas.
- Recognize potential problems.
- Document.
- Act.
- Refer to appropriate programs.
- Reintegrate.



# Employee Assistance Program (EAP)

- Employer purchased benefit – voluntary.
- Resource for employees and family to seek assistance or self-refer for substance use issues.
- Resource for employers to refer employees experiencing behavior or substance abuse issues.
- Second-chance agreement for employees.
- Values employee and allows for return to work.
- “Return on investment” could be 2:1 up to 26:1



# Drug testing

- Ensure privacy, confidentiality, ability to disclose drug use.
- Chain of custody and certified collectors.
- National or state certified labs.
- Methods: urine, blood, saliva, hair, sweat, breath alcohol.
- Screening test and GCMS.
- Laboratory vs. onsite/workplace.
- Medical Review Officer verifies positive tests.



# Implementing a program

- Use all the components for the most effective program.
- Copy to all employees & acknowledgements.
- Posted around workplace & job vacancy notices.
- Training & education.
- Consistent application of the policy
- Ongoing promotion of the program.





# Legal issues

- Tangled web of diverse laws for marijuana.
- Most states have upheld employers' rights.
- Marijuana remains federally illegal.



# Court cases - employers' rights upheld

- **Coats vs. Dish Network, LLC (2015)**

- Key court case decided in the Colorado Supreme Court (CSC) upheld previous courts' decisions.
- Nationally significant & strengthens employers' rights.

- **Garcia vs. Tractor Supply (2016)**

- Federal court in New Mexico ruled the employer acted within its rights. Employer rights upheld.



# Court cases – employees' rights upheld

- **Callaghan v. Darlington Fabrics, et al (2017)**

- Rhode Island court ruled in favor of the plaintiff.
- Judge: employer discriminated in the hiring process.

- **Barbuto vs. Advantage Sales and Marketing, LLC (2017)**

- Massachusetts Supreme Judicial Court overturned a lower court ruling.
- Employer must accommodate an employee's medical condition use of medical marijuana.



# Drug-free workplace programs are vital

- Employees' rights are protected.
- Protects both employee and employer.
- Supports recovery.
- Focuses on health and wellness.
- Fiscally positive for employee and employer.





**National Drug-Free  
Workplace Alliance**

**[www.ndwa.org](http://www.ndwa.org)**



Drug-Free Workplace  
An Experience in Latinamerica



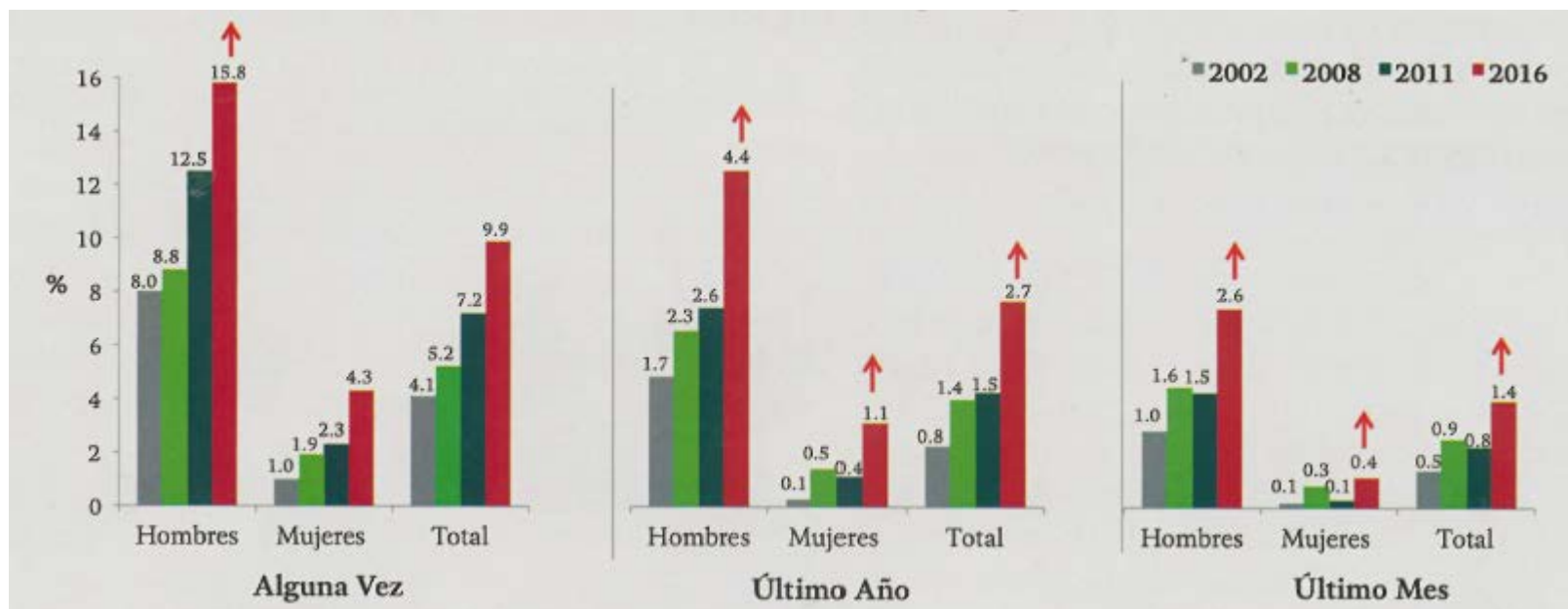


North America Map



## Illicit Drug Use Trends

### National Survey on Substance Use 2016







## **Substance abuse in Mexico (12-65 years population, 2016)**

- **Almost 26.1 millions drink with risk patterns (32.8%)**
  - 18.1 millions of men
  - 7.9 millions of women
- **4.9 millions are alcohol dependent (6.2%)**
  - 4.1 millions of men
  - 800 thousand of women
- **17.3 millions are smokers (21.7%)**
  - 12 millions of men

# R e d   O p e r a t i v a

de Centros de Integración Juvenil, A.C.





# Treatment Program

**Outpatient treatment**

**Inpatient treatment**

**Harm reduction programs**

- Psychotherapy
- Family therapy
- Pharmacotherapy
- Psychosocial reintegration







# Preventive Program

**Universal Prevention:** Promotion of healthy lifestyles in general population from 10 to 18 years, parents and teachers.

**Selective Prevention:** Protection against risk factors and strengthening protective factors in at risk populations

**Indicative Prevention:** Early detection and referral, and brief counselling intervention to experimental substance users





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Juvenil, A. C.**



## **Brief considerations on prevention of drug abuse at workplace**



# Some consequences of drug use in the work context



***30% decrease in work performance***



***5 times more disciplinary sanctions than other workers***



***3 or 4 times more absenteeism***



***A fifth of work accidents related to alcohol use***



# Protecting worksites against drug abuse and its consequences

(Inter-American Drug Abuse Control Commission, 2010)

## Specific drug abuse prevention

- Policies and regulations opposite to substance use
- Health and Safety Committees
- Early detection and referral

- Inter-personal relationships improvement
- Incentives for productivity
- Human development programs
- Increasing worker's adjustment to the working tasks and job satisfaction

## Development and wellbeing promotion



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# INTEGRAL CARE OF DRUG ABUSE AT **WORKPLACE**

MODELO **C-DIES**





# MODELO **C-DIES**

**C**ontacto

**D**iagnóstico

**I**ntervención

**E**valuación

**S**eguimiento

## FIRST MEETINGS

Stablishing links with  
companies or labor  
unions

Clarification of demand  
and making of  
agreements and  
commitments





# MODELO **C-DIES**

**C**ontacto

**D**iagnóstico

**I**ntervención

**E**valuación

**S**eguimiento

## DIAGNOSTIC ASSESSMENT

Identification of needs  
and available resources

Evaluation of substance  
abuse and risk factors

Referral of identified  
drug users





# MODELO **C-DIES**

**C**ontacto

**D**iagnóstico

**I**ntervención

**E**valuación

**S**eguimiento

## INTERVENTION

Option 1

Awareness

**Strengthening  
protective factors**

Informative sessions for  
workers

**Non-smoking clinic**



# MODELO **C-DIES**

**C**ontacto

**D**iagnóstico

**I**ntervención

**E**valuación

**S**eguimiento

## INTERVENTION

### Option 2

#### Preventive habilitation

Strengthening  
protective factors

Non-smoking clinic

Habilitation of staff  
members as  
preventive agents

Brief training courses





# MODELO **C-DIES**

**C**ontacto

**D**iagnóstico

**I**ntervención

**E**valuación

**S**eguimiento

## INTERVENTION

### Option 3

#### Skills development

Strengthening  
protective factors

Non-smoking clinic

Training of strategic  
staff

#### Guidance

Guided reading and  
psychoeducational  
activities

Drug use testing



# MODELO **C-DIES**

**C**ontacto

**D**iagnóstico

**I**ntervención

**E**valuación

**S**eguimiento

## INTERVENTION

### Option 4

#### Empowerment

Strengthening  
protective factors

Non-smoking clinic

Training of strategic  
staff

Guidance

Drug use testing

Brief counselling



# Prevention Goals

**To reduce or eradicate tobacco, alcohol and drug abuse**

**To increase risk perception**

**To promote and reinforce healthy lifestyles and protective factors**

Interpersonal skills

Negotiation skills for conflict resolution

Assertiveness

Problem solution strategies

Decision making

Control of emotions

Coping skills

**To reduce risk factors**

Depression

Family and interpersonal violence

Mobbing

Burnout





# MODELO **C-DIES**

**C**ontacto

**D**iagnóstico

**I**ntervención

**E**valuación

**S**eguimiento

## EVALUATION

In terms of planning,  
implementation, quality  
and associated  
outcomes





# MODELO **C-DIES**

**C**ontacto

**D**iagnóstico

**I**ntervención

**E**valuación

**S**eguimiento

## FOLLOWING-UP

Booster sessions for  
improvement of  
actions, continuity and  
changes reinforcement



# MODELO **C-DIES**

**C**ontacto

**D**iagnóstico

**I**ntervención

**E**valuación

**S**eguimiento

**CERTIFICATION**

*Concerned companies  
with drug abuse  
prevention*





# Expected benefits

## For workers

Substance abuse reduction

Physical and mental wellbeing

Decrease of work risks and accidents

## In workplace

Positive relationships between work partners and employers

Increasing life quality in worksite

Reduction of aggressive, passive or negative behaviors



# Expected benefits

## For productivity

Reduction of absenteeism, delays  
and staff rotation

Reduction of interpersonal  
problems at workplace

## For companies

Reduction of operating costs

Reduction of insurance and  
medical expenses

Benefits go beyond the  
company limits

*Thank you very much for your attention!*

[www.cij.gob.mx](http://www.cij.gob.mx)  
[www.cij.org.mx](http://www.cij.org.mx)

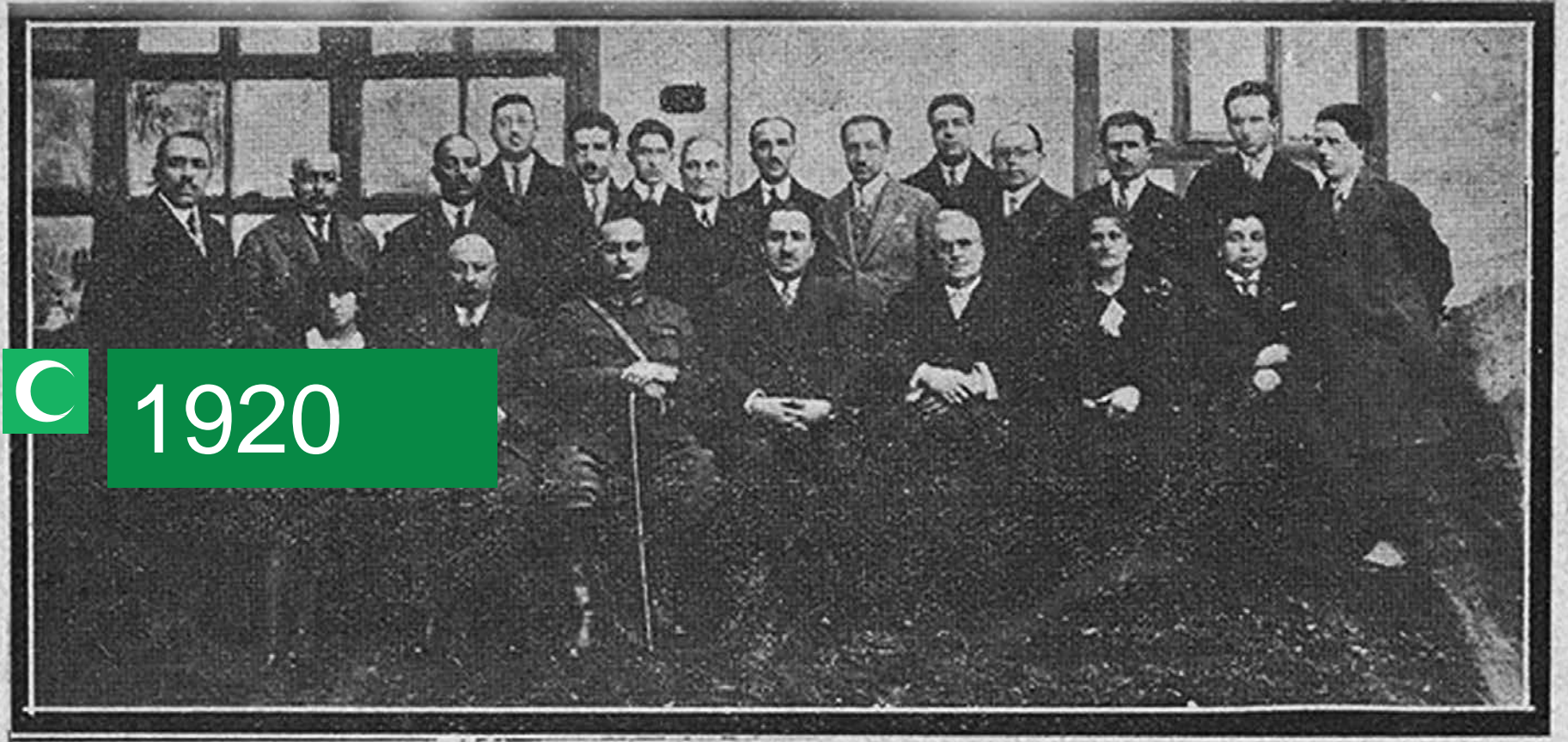


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Integración  
Juvenil, A.C.**

**98 YEARS AGO WE GIVE A PROMISE.  
WE PROMISED  
FOR A HEALTHY AND PEACEFUL LIFE.**

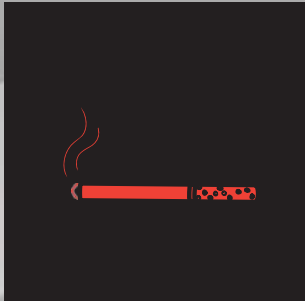
**THE PROMISE OF HOPE AND DETERMINATION IN  
THE FIGHT AGAINST ADDICTIONS**





1920

## Working Area



Cigarette/Tobacco



Alcohol



Drug



Gambling



Technology





*Work Life Improvement  
Program Program*

*For Health and Happiness*



**GREEN  
CRESCENT**





# Prevention Activities

## Work Life Improvement Platform



The work life improvement program  
for the formation of healthy and  
happy workplace.





# COMPANY PARTNERSHIP

## PARTNER



## PATRONAGE





# WTP MODEL AND AN ECO SYSTEM

- WTP Strategy Policy
- WTP Leadership
- Good management of the employees
- Good work environment

**SOCIETY**



*Results*

**WORKPLACE**



*Results*

**EMPLOYEES**



*Results*



*Sustainable struggle with addictions*



*Adding Value for the Society,  
Workplace and the Employees*



*Sustainable work-life balance*



*Developing Health capabilities of  
employees*



# SUSTAINING THE WFP MODEL & TOPIC

TOPIC - 1

‘Sustainable fight against addictions





## 2.1 WFP STRATEGIC POLICIES

Example:

“

We encourage our employees to not  
use tobacco and drugs and to live  
healthy.





## IMPLEMENTATION OF THE WTP MODEL / 2 Model Merkezi - APPROACH

### WTP LEADERSHIP

2.2 Our WTP Leader, has formed Healthy Life Teams to fight against tobacco and drug addictions



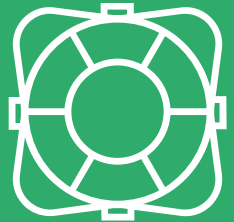
### GOOD MANAGEMENT OF THE EMPLOYEES

2.3 Has established Healthy Living Notification System to get employees' opinions on tobacco



### GOOD WORK ENVIRONMENT

2.4 Has formed Clean Chambers in order to reduce tobacco and drug usage of employees  
için 'oluşturulmuştur'.



It is evaluated according to the control list.



# STANDARD OF WORK MODEL / 2 Centers of the Model - REPORT

## Healthy and Happy Results



Employee  
2.4

*The decreasing rate of employees who are substance users and / or smokers*



Office  
2.5

*The rate of transforming the time spared to smoke into productivity*



Society  
2.6

*The number of effective projects that are produced / supported in the reduction of using drugs and / or smoking*

Scoring is done based on evaluation of the control list.

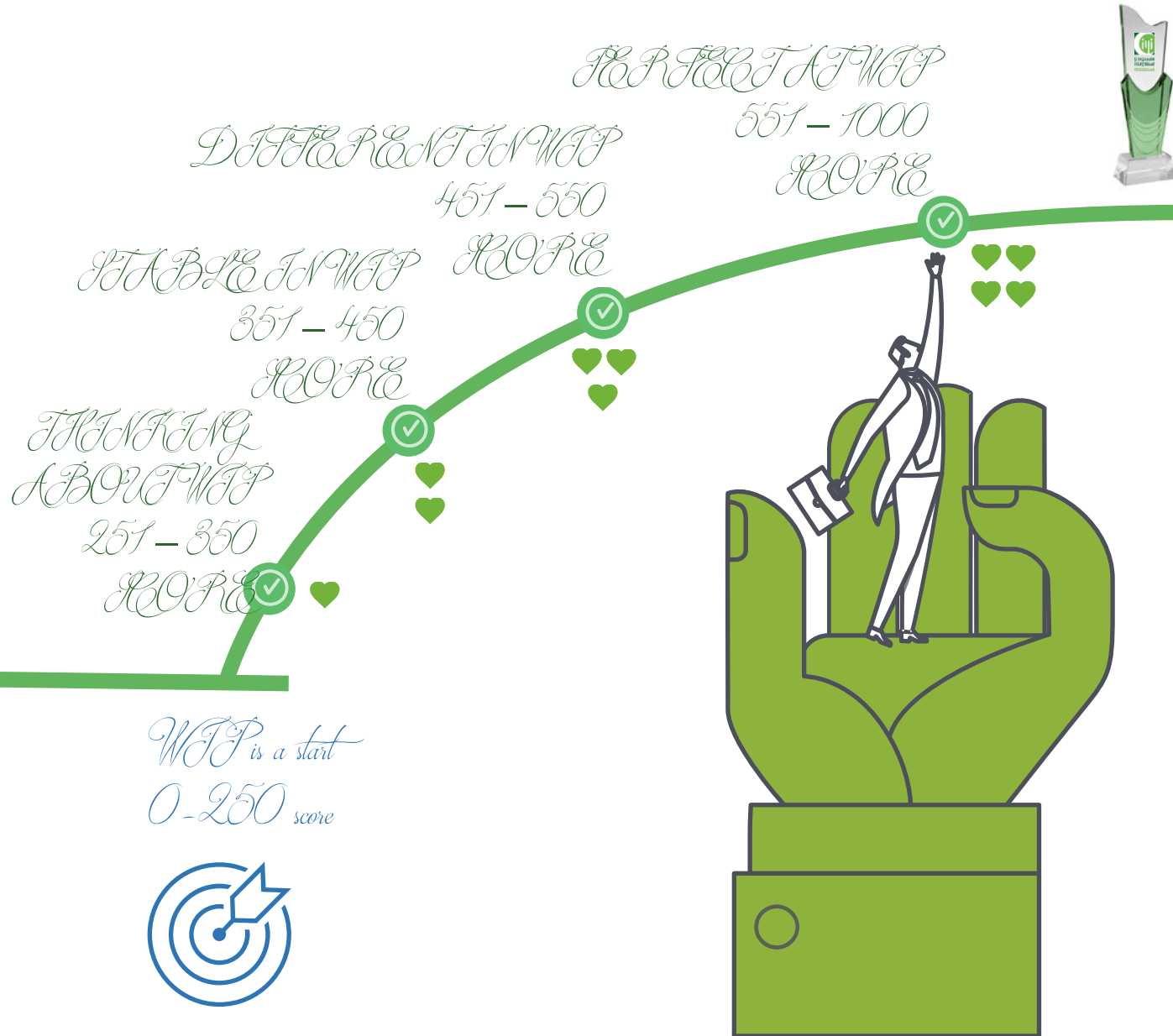




# WTP RECOGNITION, APPRECIATION AND REWARD

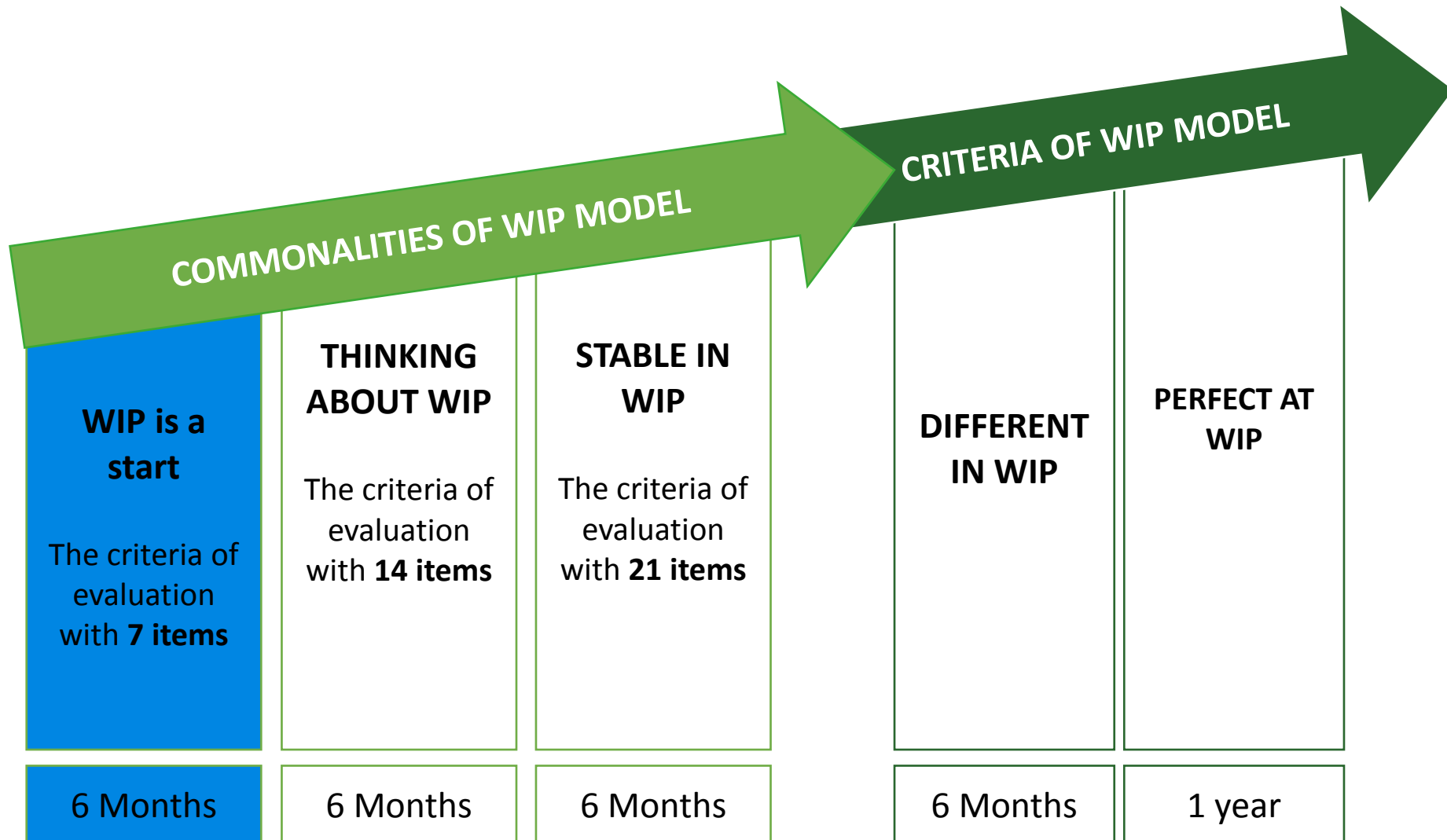
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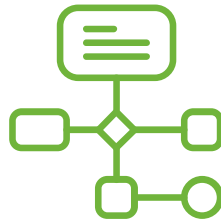


# THE RUDLE OF WIP





# PARTICIPATION TO THE LEVEL OF WP



*Application of  
the organization  
to the Green Crescent*

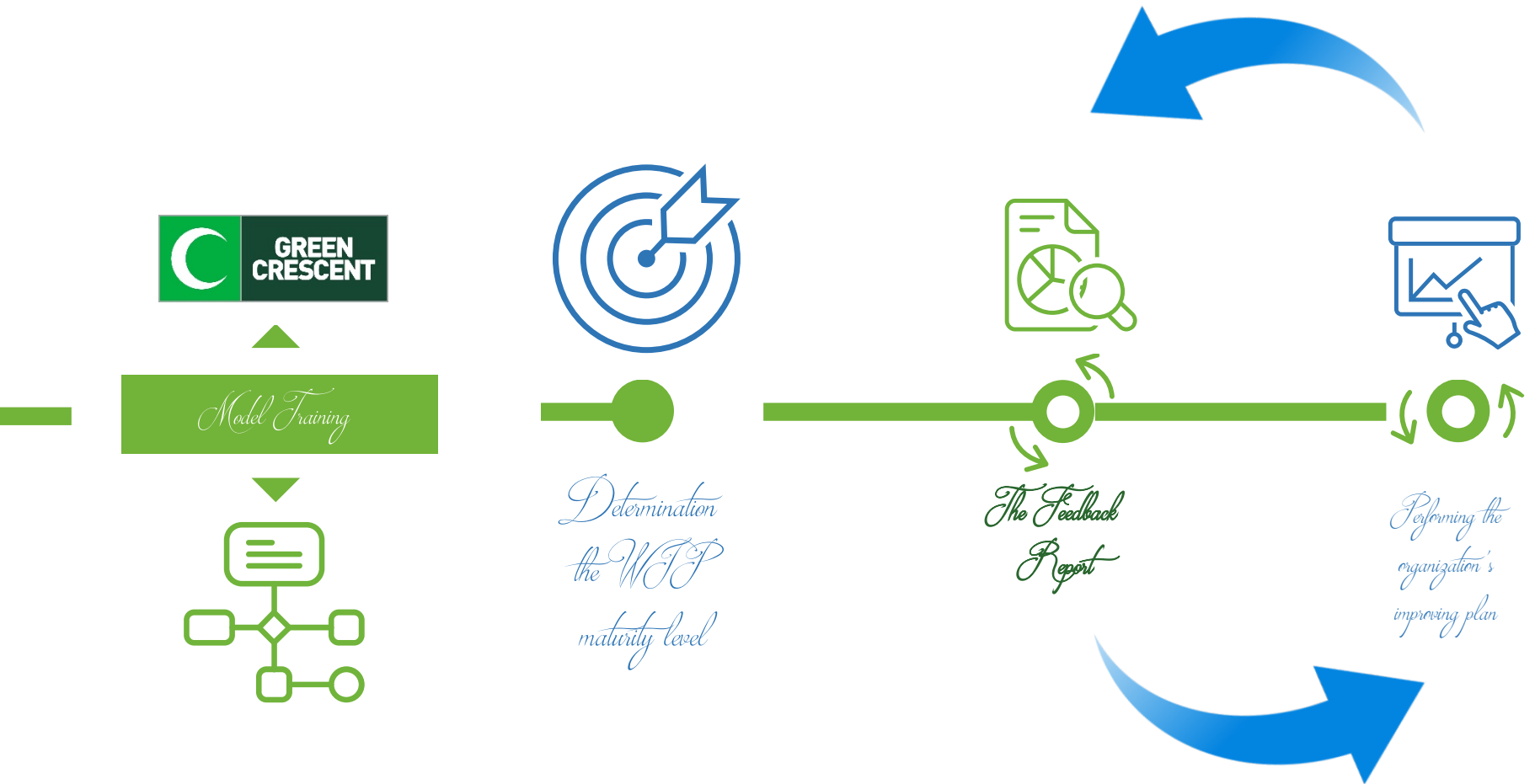
*Forming the service  
level of the  
organization to be  
established*

*Signing the service  
contract with the  
organization*

*Membership to the  
Work life  
Improvement  
Platform*



# PARTICIPATION TO THE LEVEL OF WTP







MEETING POINT  
OF THE ONE  
WHO THINK  
GOOD



# Thank you!



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