

SAFETY

Company Name

Meeting Date

Employees Present:

SUBJECT OF THE MONTH: DRUG-FREE WORKPLACE

The topic of substance abuse in our workplaces receives substantial media coverage in our society. Construction is often cited as being one of the most troubled industries in this regard. This month's article should provide a guideline for discussing abuse's impact on your company.

CHECKLIST ITEMS

- | | |
|--|-----------------------|
| _____ Emergency Medical Plan | _____ Tool Guards |
| _____ Fire Protection/Prevention | _____ First Aid Kit |
| _____ Hazard Communication Program | _____ Fall Protection |
| _____ Electrical Cords Checked & GFCI's to protect employees | |
| _____ Required Jobsite Postings:
(Emergency Phone #'s and "Safety & Health Protection on the Job" Poster) | |

JOBSITE REVIEW: Inspection Notes/Concerns/Action Plan

Company Safety Officer: _____

NOTICE OF RESPONSIBILITY

The Oregon Home Builders Association Safety Committee's purpose is to provide safety guidelines, information and resources to help our members work more safely and reduce jobsite accidents. Full and active monthly participation in safety meetings using the OHBA Safety Committee's agendas, topics and checklists will only meet safety committee requirements. It remains your responsibility to comply with all aspects of safety rules and regulations.



Safety Committee

FIGHTING SUBSTANCE ABUSE IN THE WORKPLACE

By Gretchen Palmer

While an anti-drug and alcohol policy is not a requirement for employers, some statistics may give employers reason to establish, in writing, a policy prohibiting the use of alcohol and illegal drugs during or before work time.

- Nationally, 10 to 23 percent of the work force is estimated to abuse drugs. In Oregon, drug abuse rates are 20 to 30 percent.
- Seventy-five percent of substance abusers are employed, and 75 percent of those use drugs on the job.
- Abusers work at only 67 percent of their potential, and use 3 times more sick leave than non-users.
- Abusers are 4 times more likely to be involved in an accident, and are 5 times more likely to file worker's compensation claims.

ELEMENTS OF A DRUG-FREE WORKPLACE POLICY

1. Establish in writing a policy that prohibits employees from using, selling, possessing or being under the influence of alcohol or illegal drugs on work premises or during work time.
2. Any violation will result in immediate disciplinary action, which may include termination.
3. Require applicants for employment to take and successfully pass a pre-employment screening test for illegal drugs and alcohol as a condition of employment. (Remember that the job offer must be made first.)
4. The policy should include screening tests for alcohol and illegal drugs upon reasonable suspicion or immediately after an accident has occurred. Periodic random testing may also be beneficial in many workplaces.
5. Employers may provide the opportunity for assistance for drug or alcohol abuse through employee assistance programs.

FOR MORE INFORMATION, CALL YOUR WORKERS' COMPENSATION CARRIER OR:

Oregon Prevention & Treatment Resource Center (800) 822-6772
http://www.oregon.gov/DHS/addiction/resource_center.shtml

National Clearinghouse for Alcohol & Drug Information (800) 729-6686
<http://ncadi.samhsa.gov/>

Oregon Business Council (Portland) (503) 220-0691
<http://www.orbusinesscouncil.org/>

Oregon Partnership (Portland) (503) 244-5211
<http://www.orpartnership.org/>

By Doug Plemons, LCC BW Ins:

OREGON Workers' Compensation State law **denies workers' compensation benefits** when an employer shows... "the major contributing cause of which is demonstrated...the injured worker's consumption of alcoholic beverages or the unlawful consumption of any controlled substance, unless the employer permitted, encouraged or had actual knowledge of such consumption. ORS § 656.005(7)(b)(C)

OREGON Unemployment Compensation State law **denies unemployment compensation benefits if the employee is discharged for failing to comply with a reasonable drug-free workplace policy which may include drug testing.** ORS §657.176(2)(g) (Supp. 1998) and OAR 471-030-0036, 471-030-0130, 471-030-0135, 471-030-0140, 471-030-0145 (1999). Ref.: <http://www.leg.state.or.us/ors/>

OREGON Drug Testing The state's drug testing law permits all types of drug testing, but does require that all tests be analyzed at state-approved laboratories and in accordance with specific provisions. ...**Requires private employers with public improvement contracts to "demonstrate that an employee drug testing program is in place."** ORS §279C.505 (2007). Ref: <http://www.leg.state.or.us/ors/279c.html>

