



# Creating a Drug Free Workplace

Victor Parziale, BS, CRS, ARISE Intern

Program Supervisor

**[DrugFreeWorkplacePA.org](http://DrugFreeWorkplacePA.org)**

October 26, 2017



# Overview



- Introduction
- The Cost of Substance Abuse to Society
- The Cost of Substance Abuse to Employers
- Benefits of a Drug Free Workplace - ROI
- The Five Components of a Drug Free Workplace
- Conclusion

# Who We Are ...





**DRUGFREE**  
WORKPLACE PA

# The Cost of Substance Abuse

# Opioid O.D. Deaths 2003 - 2014

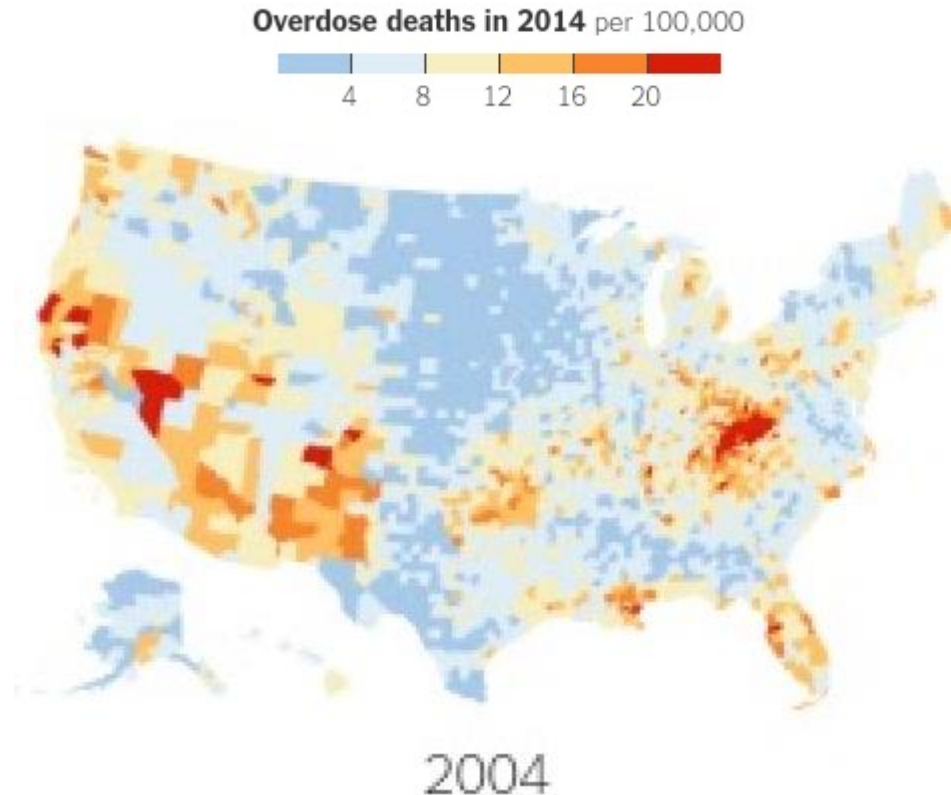


**The New York Times**

How the Epidemic of Drug Overdose  
Deaths Ripples Across America

By HAEYOUN PARK and MATTHEW BLOCH JAN. 19, 2016

# Opioid O.D. Deaths 2003 - 2014



**The New York Times**

How the Epidemic of Drug Overdose  
Deaths Ripples Across America

By HAEYOUN PARK and MATTHEW BLOCH JAN. 19, 2016

# Opioid O.D. Deaths 2003 - 2014

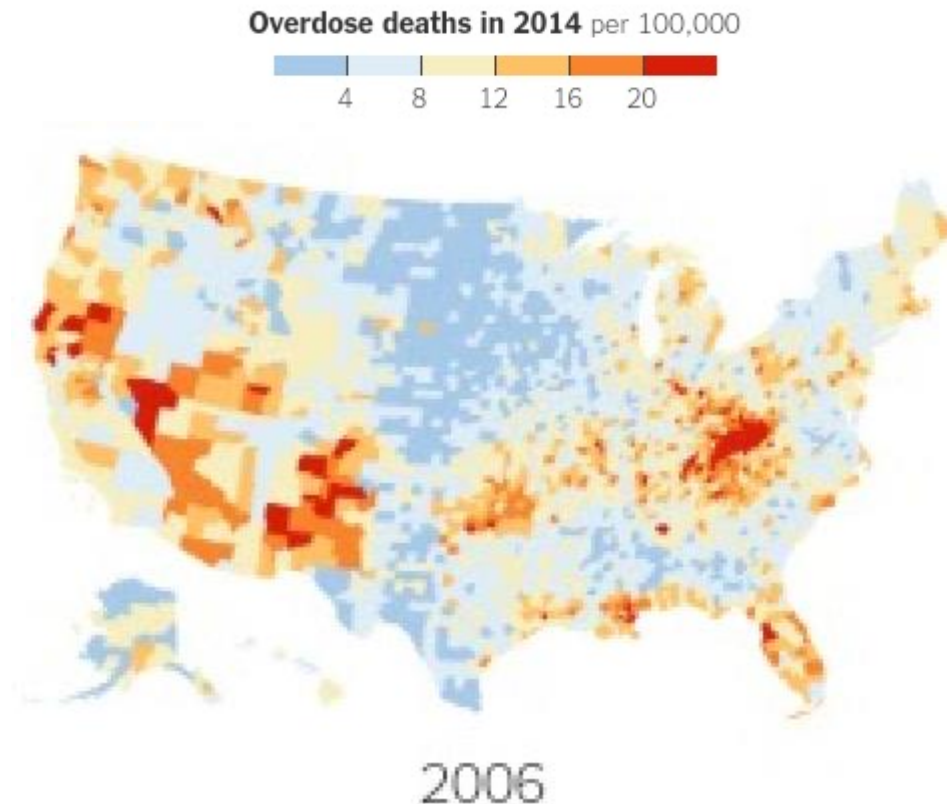


**The New York Times**

How the Epidemic of Drug Overdose  
Deaths Ripples Across America

By HAEYOUN PARK and MATTHEW BLOCH JAN. 19, 2016

# Opioid O.D. Deaths 2003 - 2014

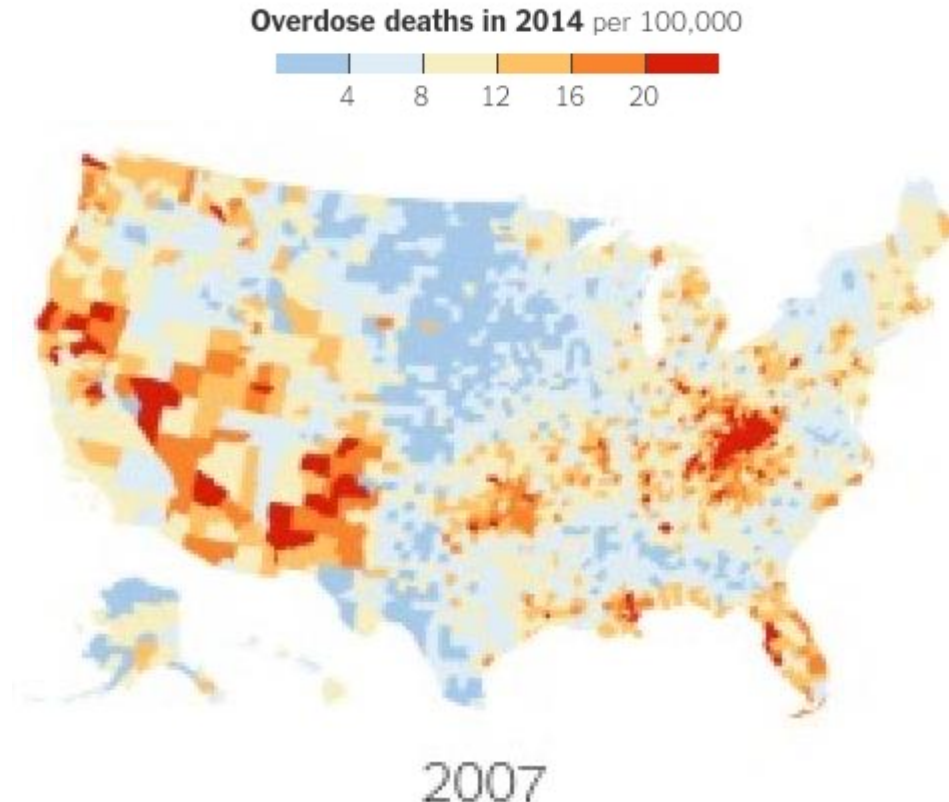


**The New York Times**

How the Epidemic of Drug Overdose  
Deaths Ripples Across America

By HAEYOUN PARK and MATTHEW BLOCH JAN. 19, 2016

# Opioid O.D. Deaths 2003 - 2014



**The New York Times**

How the Epidemic of Drug Overdose  
Deaths Ripples Across America

By HAEYOUN PARK and MATTHEW BLOCH JAN. 19, 2016

# Opioid O.D. Deaths 2003 - 2014

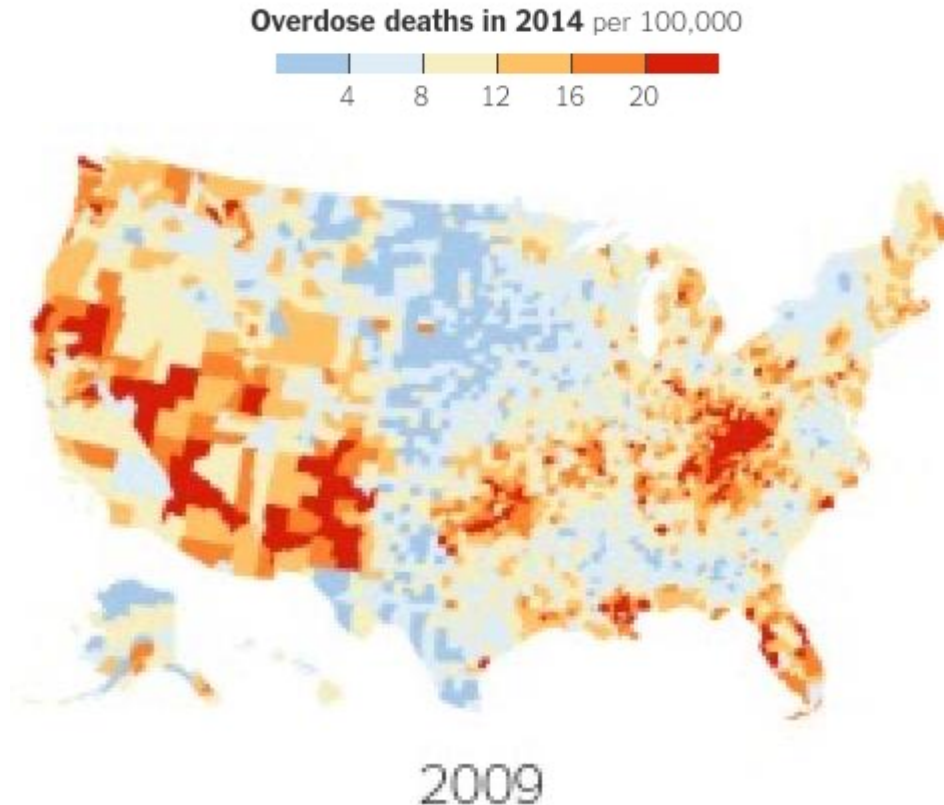


**The New York Times**

**How the Epidemic of Drug Overdose  
Deaths Ripples Across America**

By HAEYOUN PARK and MATTHEW BLOCH JAN. 19, 2016

# Opioid O.D. Deaths 2003 - 2014

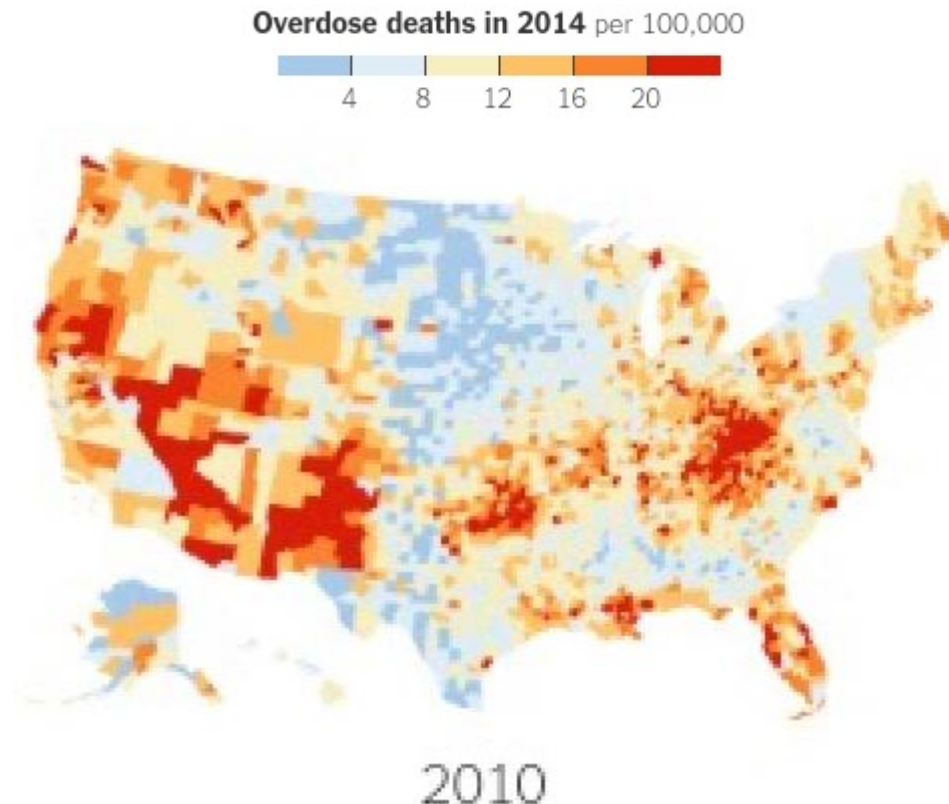


**The New York Times**

How the Epidemic of Drug Overdose  
Deaths Ripples Across America

By HAEYOUN PARK and MATTHEW BLOCH JAN. 19, 2016

# Opioid O.D. Deaths 2003 - 2014

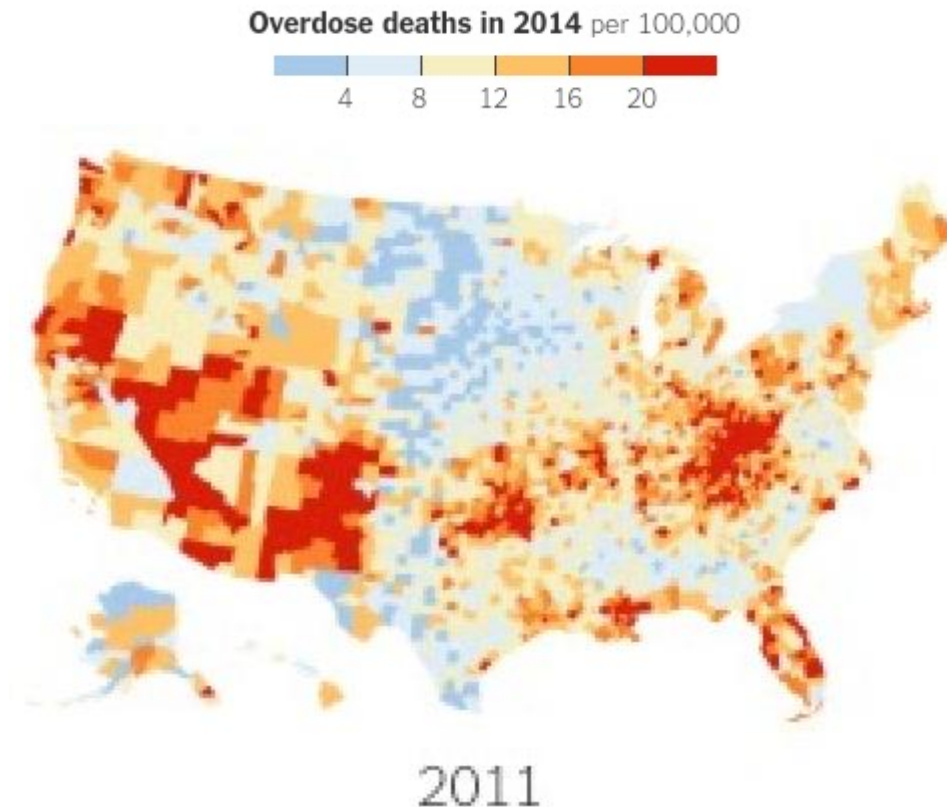


**The New York Times**

**How the Epidemic of Drug Overdose  
Deaths Ripples Across America**

By HAEYOUN PARK and MATTHEW BLOCH JAN. 19, 2016

# Opioid O.D. Deaths 2003 - 2014

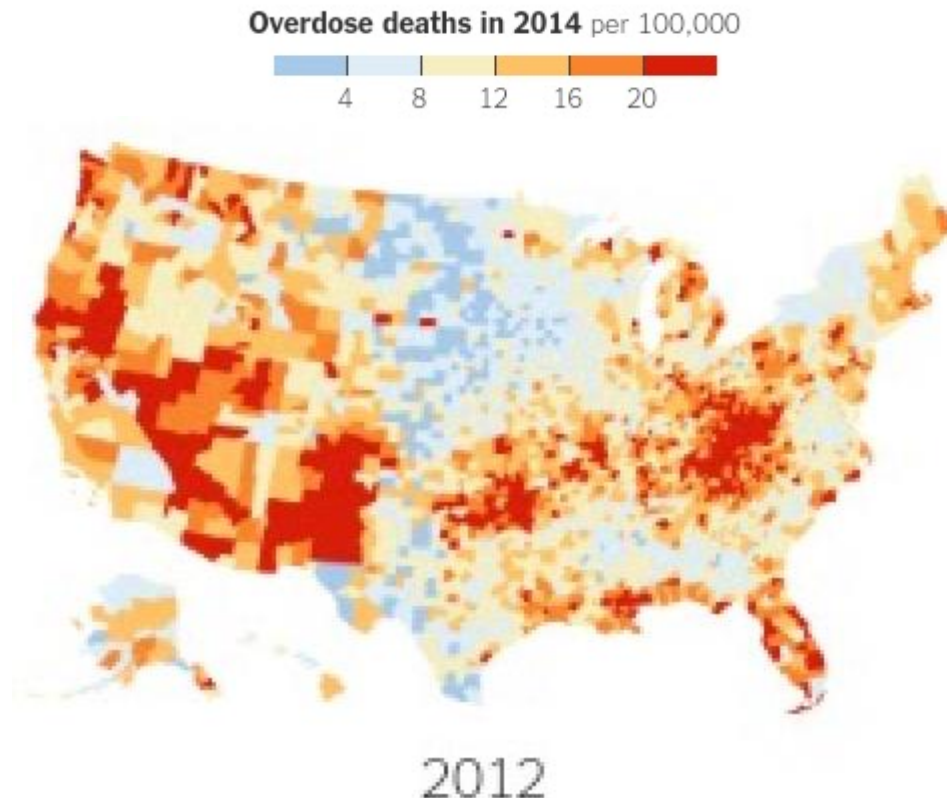


**The New York Times**

How the Epidemic of Drug Overdose  
Deaths Ripples Across America

By HAEYOUN PARK and MATTHEW BLOCH JAN. 19, 2016

# Opioid O.D. Deaths 2003 - 2014

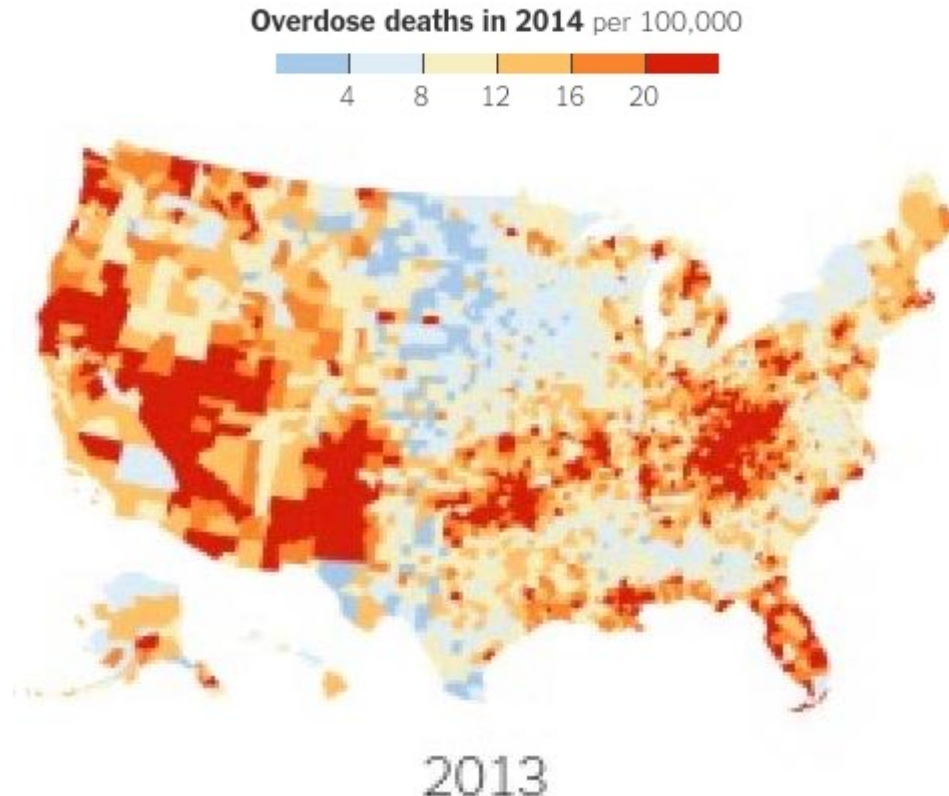


**The New York Times**

How the Epidemic of Drug Overdose  
Deaths Ripples Across America

By HAEYOUN PARK and MATTHEW BLOCH JAN. 19, 2016

# Opioid O.D. Deaths 2003 - 2014

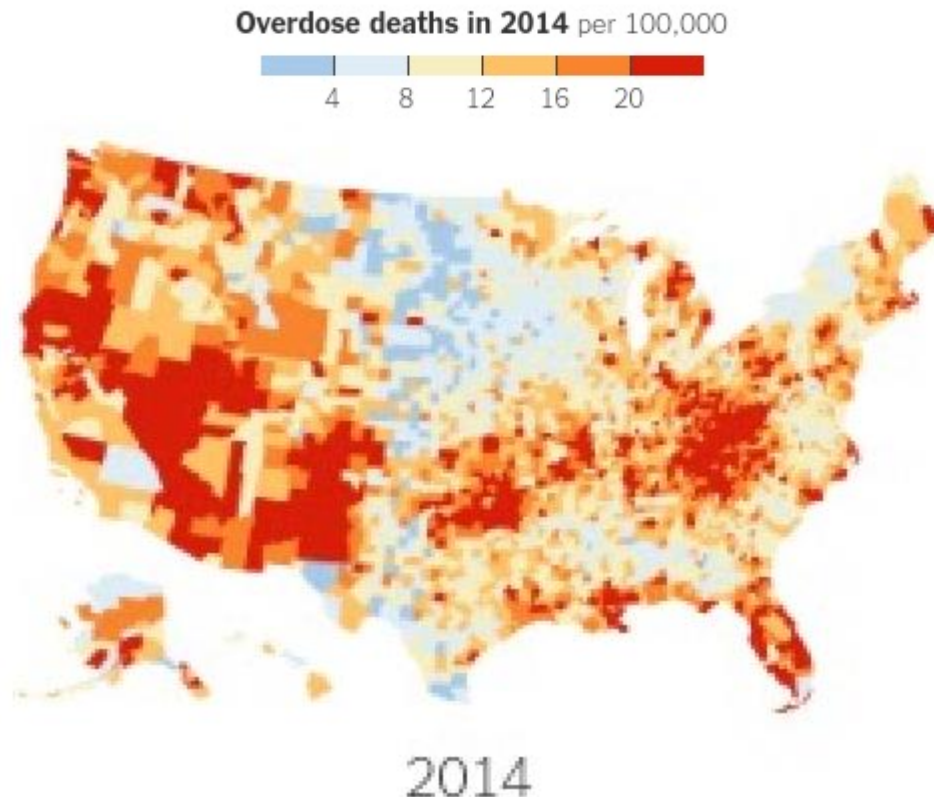


**The New York Times**

How the Epidemic of Drug Overdose  
Deaths Ripples Across America

By HAEYOUN PARK and MATTHEW BLOCH JAN. 19, 2016

# Opioid O.D. Deaths 2003 - 2014

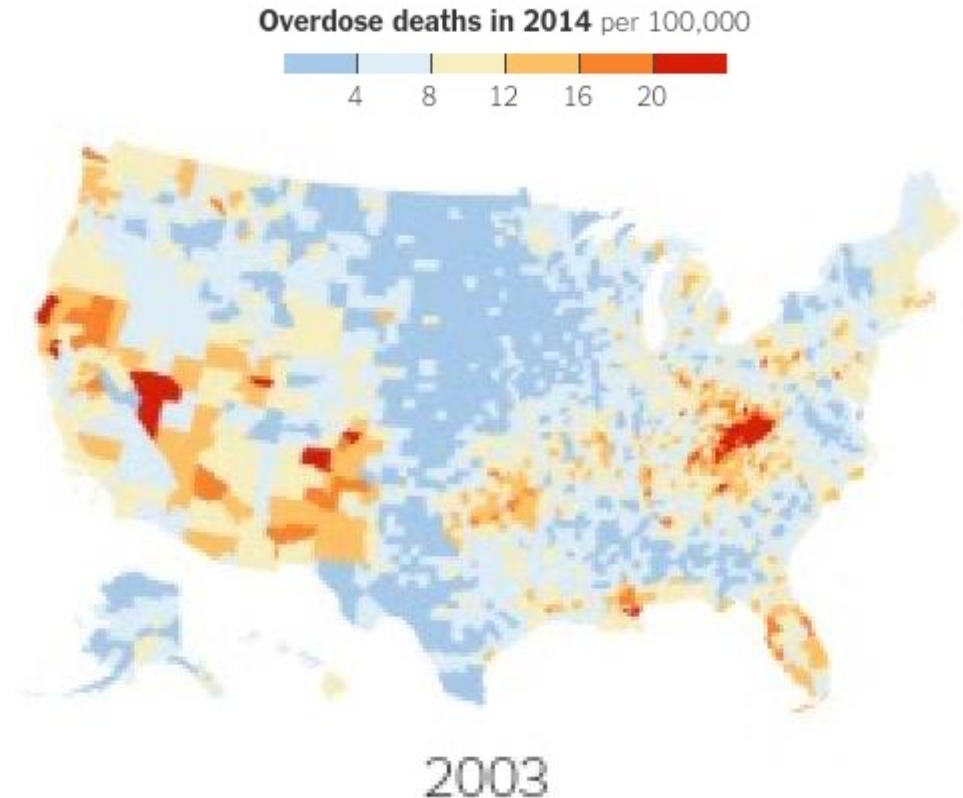


**The New York Times**

How the Epidemic of Drug Overdose  
Deaths Ripples Across America

By HAEYOUN PARK and MATTHEW BLOCH JAN. 19, 2016

# Opioid O.D. Deaths 2003 - 2014



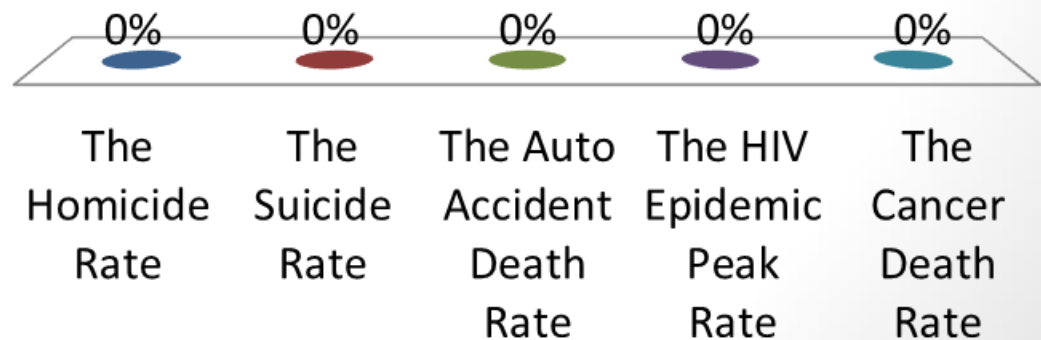
**The New York Times**

How the Epidemic of Drug Overdose  
Deaths Ripples Across America

By HAEYOUN PARK and MATTHEW BLOCH JAN. 19, 2016

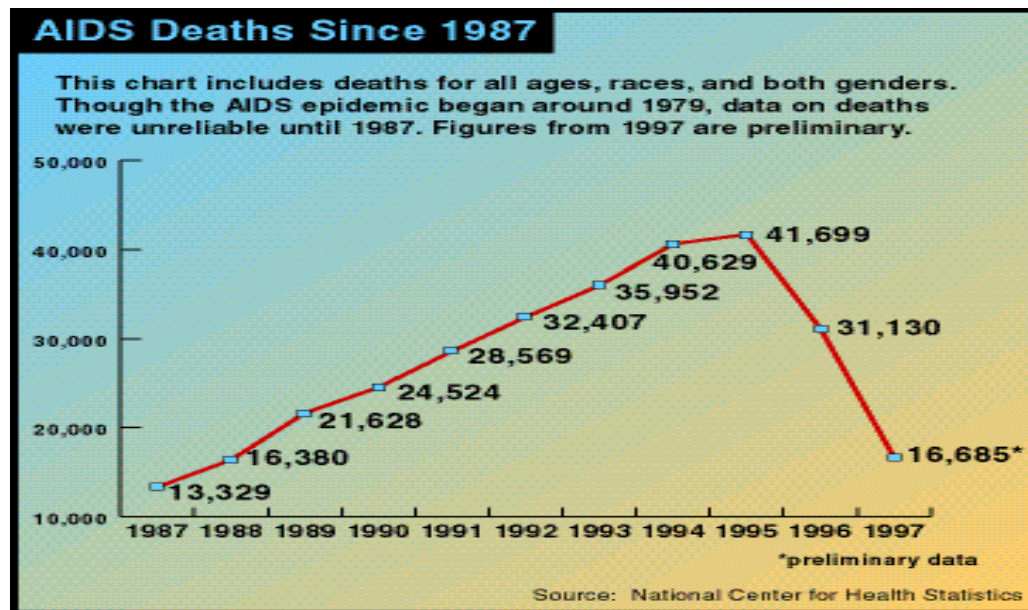
# 2014 Opioid O.D. Death Rate in the U. S. is Similar to ...

- A. The Homicide Rate
- B. The Suicide Rate
- C. The Auto Accident Death Rate
- D. The HIV Epidemic Peak Rate
- E. The Cancer Death Rate



# The Cost of (Opioid) Abuse - Deaths

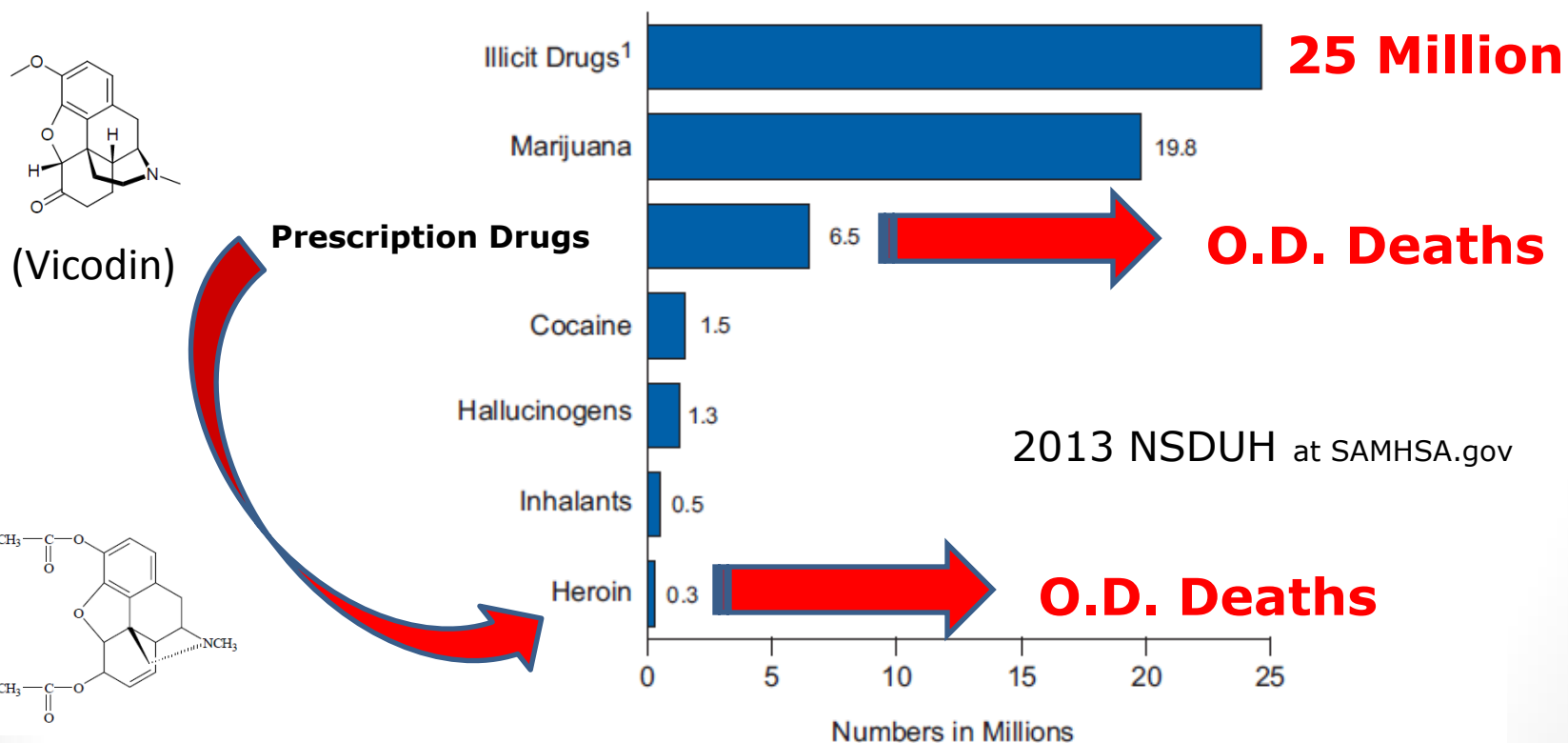
- 2014 Auto Accidents = 32,700 Deaths
- 1995 AIDS Epidemic = 41,699 Deaths



- 2014 O.D. Deaths = 47,000 Deaths
- 2015 O.D. Deaths = 52,400 Deaths
- 2016 O.D. Deaths > 59,000 Deaths

# Cost of Opioid Abuse – Cross Addiction

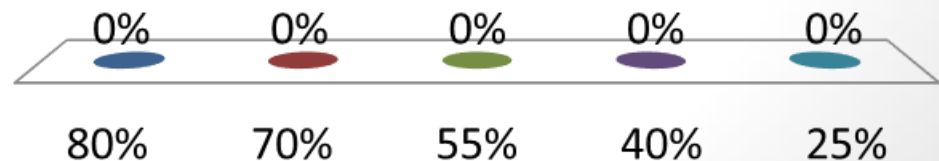
**Figure 2.1 Past Month Illicit Drug Use among Persons Aged 12 or Older: 2013**



<sup>1</sup> Illicit Drugs include marijuana/hashish, cocaine (including crack), heroin, hallucinogens, inhalants, or prescription-type psychotherapeutics used nonmedically.

# What Percentage of Illicit Drug Users are **Employed**?

- A. 80%
- B. 70%
- C. 55%
- D. 40%
- E. 25%



# The Cost of Drug Abuse

- **70%** of Illicit Drug Users are **Employed**
- **5%** of the World Population Takes **80%** of the Rx Opioids and **two thirds** of all illegal drugs and **seventy-five percent** of all Prescription drugs
- **80%** of First Time Heroin users started with Prescription Opioid Pain Killers
- **10 to 17%** of Employees are Dependent on Drugs and Alcohol



# The Cost of Alcohol Abuse

By **Christopher Ingraham** September 25, 2014  Follow @\_cingraham

## Time for a stiff drink

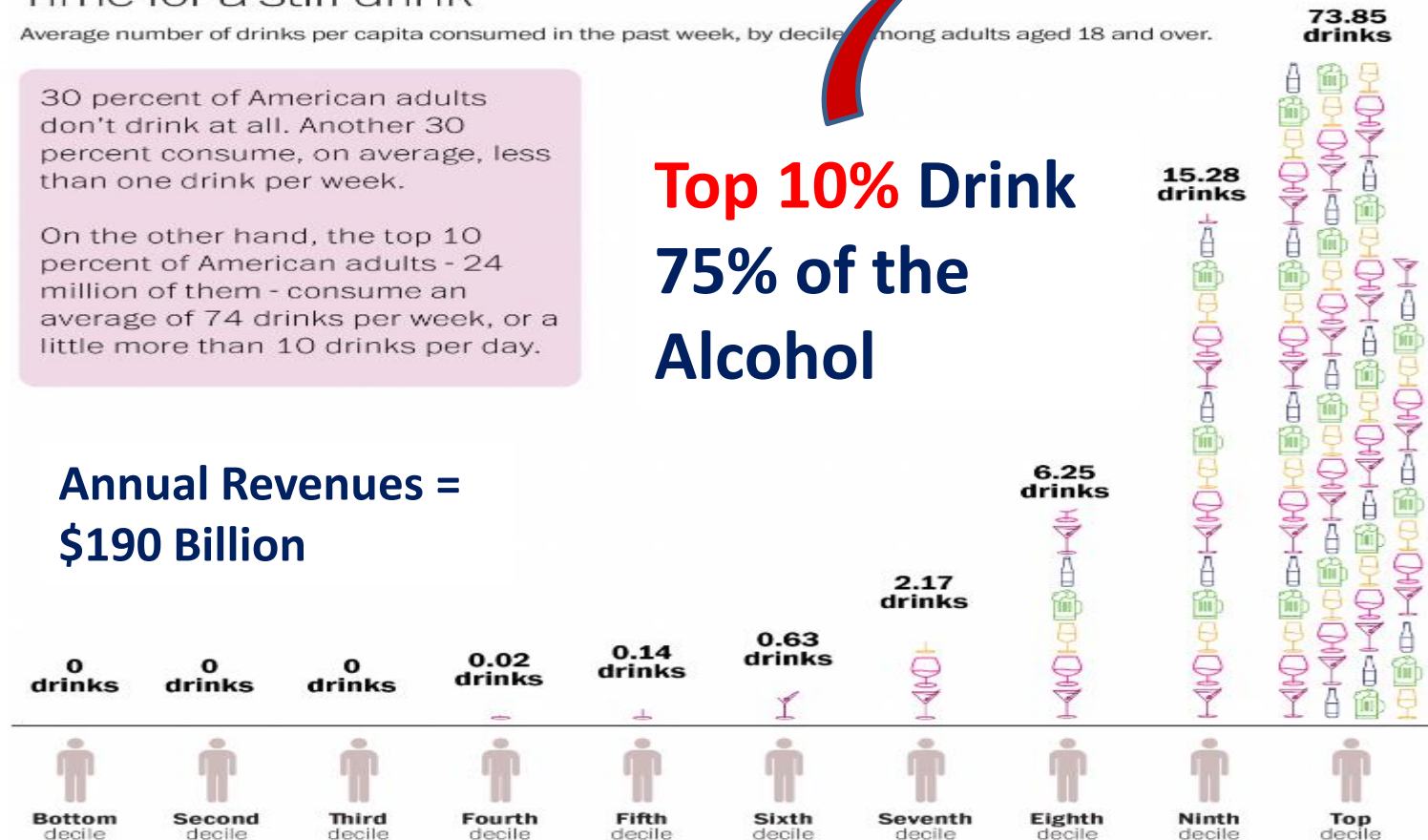
Average number of drinks per capita consumed in the past week, by decile, among adults aged 18 and over.

30 percent of American adults don't drink at all. Another 30 percent consume, on average, less than one drink per week.

On the other hand, the top 10 percent of American adults - 24 million of them - consume an average of 74 drinks per week, or a little more than 10 drinks per day.

**Top 10% Drink  
75% of the  
Alcohol**

**Annual Revenues =  
\$190 Billion**



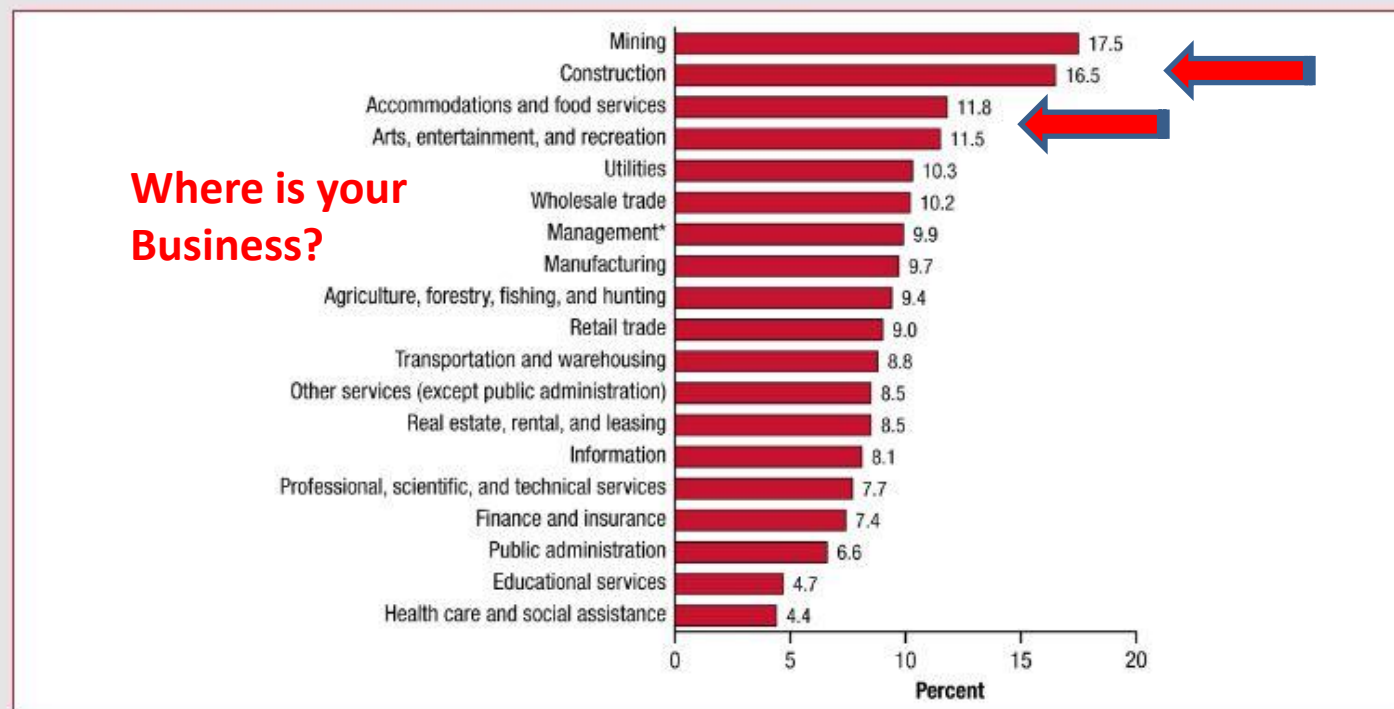
WASHINGTONPOST.COM/**WONKBLOG**

Source: "Paying the Tab," by Philip J. Cook

Drink icons via [Gabriela Muniz, The Noun Project](#)

# The Percentages by Industry

Figure 1. Past month heavy alcohol use among adults aged 18 to 64 employed full time, by industry category: combined 2008 to 2012

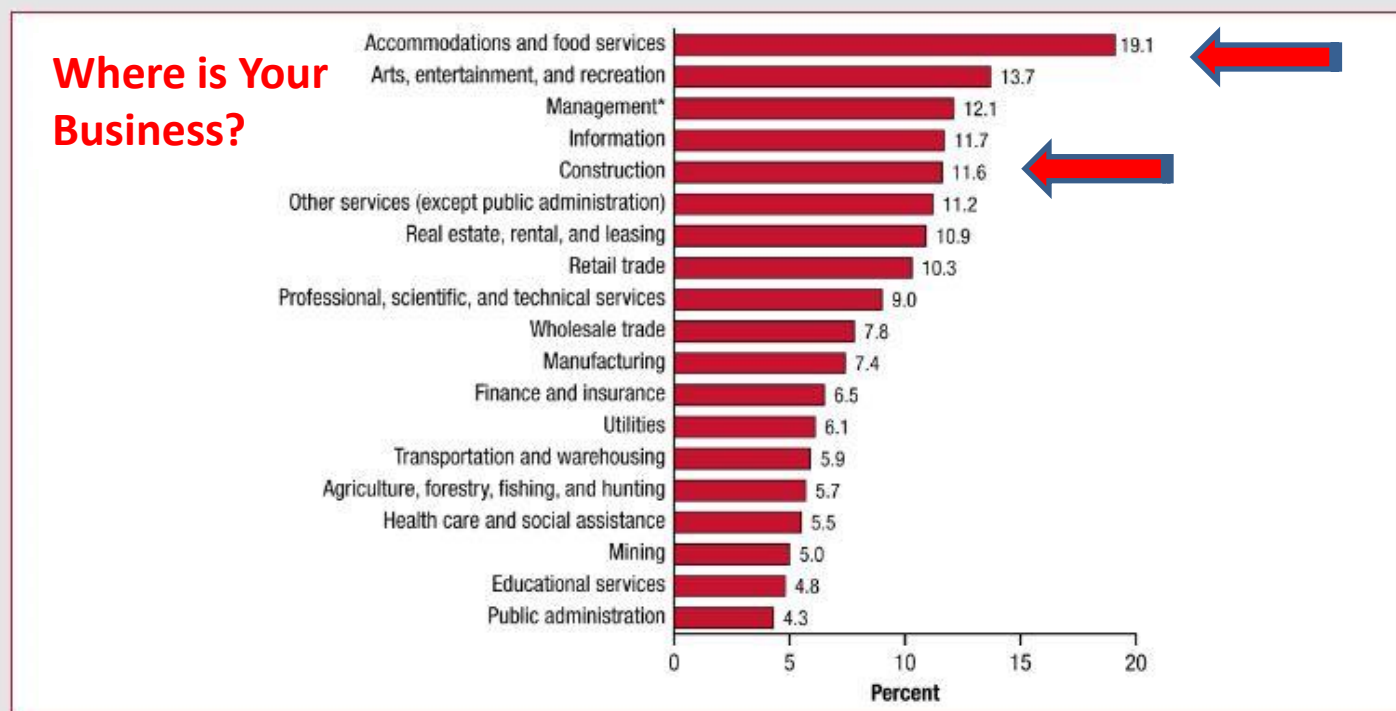


\* The full title of this category is "Management of companies and enterprises, administration, support, waste management, and remediation services."

Source: SAMHSA, Center for Behavioral Health Statistics and Quality, National Surveys on Drug Use and Health (NSDUHs) 2008 to 2010 (revised March 2012) and 2011 to 2012.

# Cost by Industry – Illicit SUD

Figure 2. Past month illicit drug use among adults aged 18 to 64 employed full time, by industry category: combined 2008 to 2012



\* The full title of this category is "Management of companies and enterprises, administration, support, waste management, and remediation services."

Source: SAMHSA, Center for Behavioral Health Statistics and Quality, National Surveys on Drug Use and Health (NSDUHs) 2008 to 2010 (revised March 2012) and 2011 to 2012.

# The Cost of Drug Abuse Report

The 'Working Partners' Report found the loss of money connected to drugs in the workplace occurs mainly for the following reasons:

- **Workers Compensation:** 2014 claims are due to substance abuse are **3 to 5 times** more than non-substance abuse claims.
- **Medical Costs:** Opioid-related insurance claims rose more than 3,000 percent from 2007 to 2014. Opioid-related costs are **more than 3 times** the cost of non-opioid related claims.
- **Absenteeism:** Opioid-related workers are **more likely to be absent** than non-opioid related workers.
- **Lost Productivity:** Opioid-related workers are **1/3 less productive**.
- **Employee Replacement:** It costs a business an average of **\$7,000 to replace** a salaried worker.
- **AND ...**



DOL.gov and SBA.gov

See: <http://www.tn.gov/labor-wfd/dfwp.html#thecost>

# The Cost of Drug Abuse Calculator

*Schmidt & Associates, Inc.*

**Average Pay with benefits for a Small Business = \$21/Hr. (\$42K)**

## CAN YOUR BUSINESS AFFORD THE COST TO ITS BOTTOM LINE?

Your company's situation will vary, but this guide will help you to approximate the cost of substance abuse to your business.

**Average Employee Healthcare Costs = \$2,500 Annually**

Your entries are used only on this page and are NOT transmitted to any other source.  
DO NOT ENTER COMMAS

A. Number of Full-time Employees:

B. Total Annual Wage & Benefit Cost:

C. Total Annual Insurance Claims:

Calculate Cost

Reset Values

D. Average Annual Wage & Benefit Cost per Employee: (B / A) \$42,000.00

E. Estimated Number of Employees Impaired by Substance Abuse: 17  
National average is 17% of workforce so estimate = 17% of A

F. Estimated Annual Cost of Lost Productivity: \$178,500.00  
Substance abusers are 25% less productive than their counterparts; lost productivity = D x E x 25%

G. Insurance Claim Costs: \$75,000.00  
Over 30% of health insurance benefits are paid to cover substance abuse related claims; cost = C x 30%

**ESTIMATED COST OF NOT HAVING A DRUG-FREE WORKPLACE PROGRAM IS AN ANNUAL MINIMUM OF: (F + G) \$253,500.00**

[FIND OUT HOW SCHMIDT & ASSOCIATES CAN HELP YOU LOWER THESE COSTS](#)

The estimate is only a MINIMUM and does not take into account **theft of company property** to pay for drug habits, the costs of **damages to company property** due to the carelessness of impaired employees, or the value of time spent on **employee discipline** or **rehire/training expenses**.

Also not included are **higher insurance or Workers Comp costs** due to unused premium discounts that may be available in your circumstances for Drug Free Workplaces.

It does not consider the value of the loss of customer good will nor the lowered employee morale that can occur from substance abuse.

Calculations are based on national statistics and a study done by the National Institute on Drug Abuse and Arizona State University updated statistics from National Average from 2003 National Survey on Drug Use & Health by U.S. Substance Abuse and Mental Health Services Administration and the American Council for Drug Education

**Annual Cost of Every Substance Abuser = Total / 17 = \$14,912**

**Schmidt & Associates, Inc.**  
3101 39th ST. SW Suite C, Fargo ND, 58104  
Phone: (701) 282-4077 Toll Free: (888) 660-1545  
Fax: (701) 282-4452

# ROI of a Drug Free Workplace

12%	% of Your Workforce that uses Drugs (National Average is 12%)				
100	x Number of Employees at Your Company				
=					
12	= Number of Employees at Your Company Abusing Drugs / EtOH				
x					
\$15,000	x Avg Cost per Year for Each Drug Abuser in Your Employment (National Average was \$6,600 in 1996, current estimate \$15K)				
=					
<b>\$180,000</b>	<b>= Yearly Cost of Substance Abuse at Your Company</b>				

**With Drug Testing of New Hires, “For Cause” and “Post-Accident”  
A Drug Free Workplace Program provides an 600 to 1200 % ROI**

ROI numbers based on NIDA Research, (Aos et al. 2001; Hawkins et al. 1999; Pentz 1998; Spoth et al. 2002a; Jones et al. 2008; Foster et al. 2007; Miller and Hendrie 2009)

# What Percentage of Illicit Drug Users are Employed by **Small or Medium Firms**?

A. 45%

B. 55%

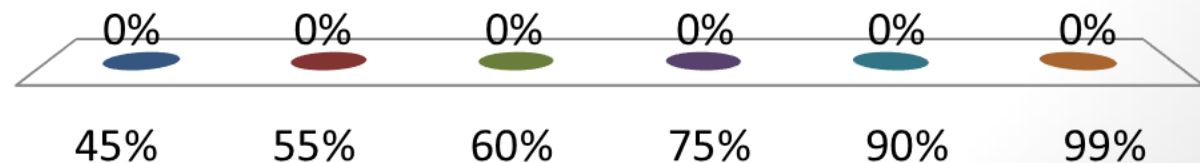
C. 60%

D. 75%

E. 90%

F. 99%

... And 90% of Heavy Drinkers



# The Cost – Why Do They Go?



**90% DFWP**

**with**

**35% of Workforce**

**At a cost of about  
\$15,000 per  
Employee  
in Addiction**



**90%**

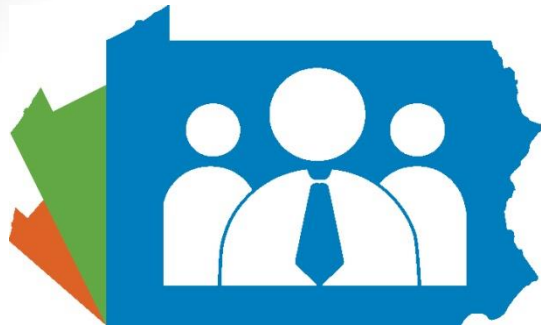


**40% DFWP**

**and**

**65% of Workforce**

See: <http://www.tn.gov/labor-wfd/dfwp.html#thecost>



**DRUGFREE**  
WORKPLACE PA

# Components of a Drug Free Workplace

# Why Have a Drug Free Workplace Program?

A drug free workplace program, provides three main things:

- Creates a safe and productive workplace
- Encourages treatment and recovery from substance abuse
- Boosts healthy lifestyles of employees and their families



# Benefits of a Drug Free Workplace

Common reasons employers implement DFWP:

- Prevent hiring individuals who use illegal drugs
- Maintain stable workforce by reducing employee turnover
- Deter employees from abusing alcohol and drugs
- Reduce the amount of damaged goods
- Increase Productivity and Profitability
- Protect the general public and instill consumer confidence
- Reduce insurance premiums, claims & medical expenses
- Reduce theft
- Reduce workplace violence
- Comply with State Laws and Federal Regulations
- Provide a safe workplace for employees



# Five Components of a Drug Free Workplace Program (DOL)

1. Establishing a Drug Free Workplace Policy
2. Supervisor Training
3. Employee Education
4. Employee Assistance Program (EAP)
5. Alcohol and Drug Testing

# Components of a Drug Free Workplace

## 1. Establishing a DFWP Policy:

- Written policy can be tailored to your organization at [DrugFreeWorkplacePA.org](http://DrugFreeWorkplacePA.org)
- Policy clearly states why a DFWP is being implemented
- Clear description of prohibited behaviors
- Explanation of consequences for policy violation
  - Referral to EAP
  - Discipline
  - Termination



# Components of a Drug Free Workplace

## 1. Establishing a DFWP Policy:



ABOUT ▾

SERVICES ▾

RESOURCES ▾

EVENTS

NEWS ▾

CONTACT



### Partners



✓ Policy Development ▶

📖 Training and Education

👥 Employee Assistance

👨‍👩‍👧 Family Education Program

📄 Online Policy Builder

### A Guide To Workplace Bullying

“

🔗 <https://www.autoenrolment.co.uk/guides/workplace-bullying>

This resource shares useful information and awareness on office bullying and how to prevent it, as well as offer tips for maintaining a safe working environment.

Contact Information: Amy Forester Freelance Writer-



### Access EAP

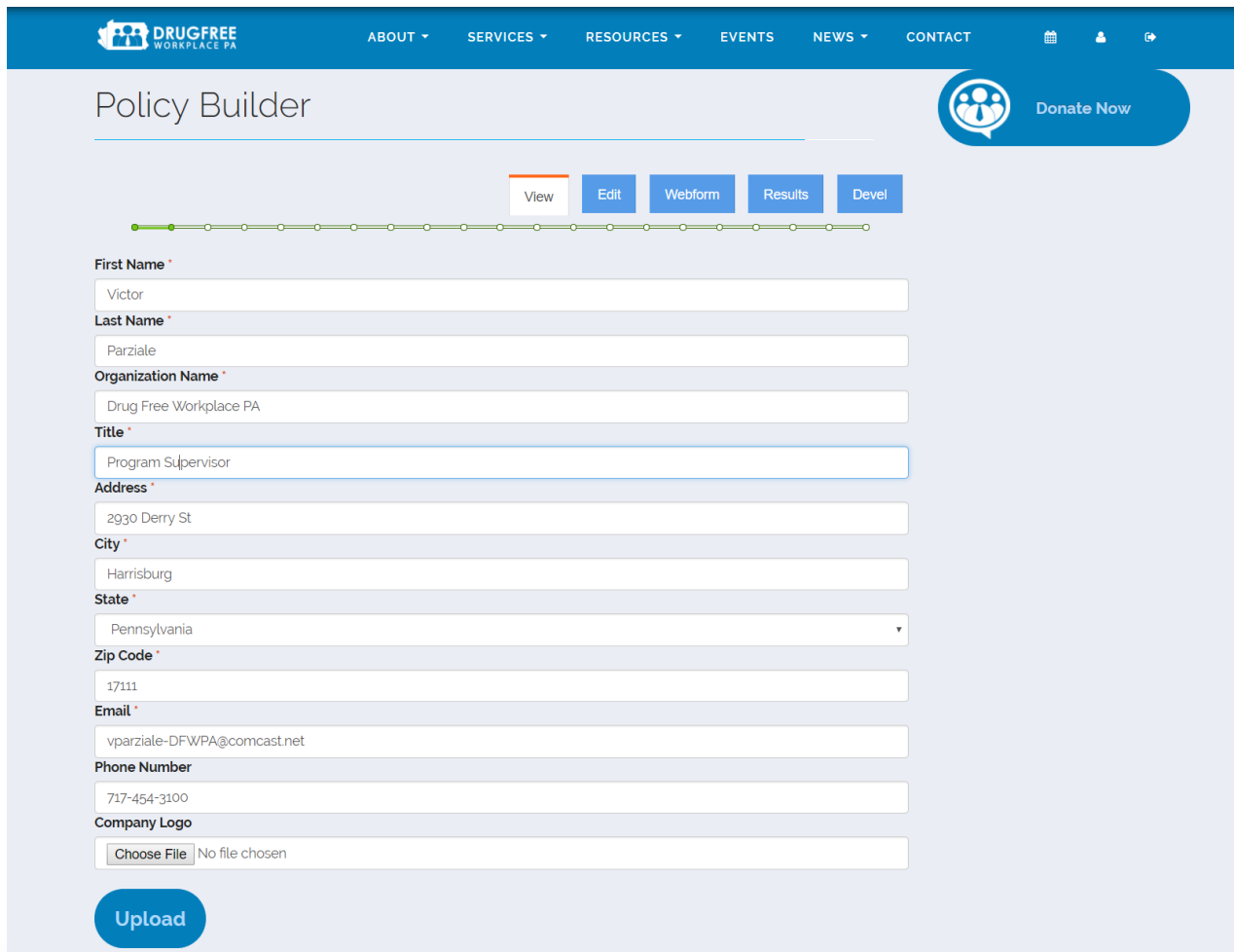
ACCESS Employee Assistance Program services are designed to address work organization productivity issues and assist employees in identifying and resolving personal problems or issues affecting their job performance. In addition, through our EAP services, we are uniquely poised to positively impact families and improve family relationships through the workplace.

[www.access-eap.org](http://www.access-eap.org)

Contact Gini Cormier at: (717) 652-0590

# Components of a Drug Free Workplace

## 1. Establishing a DFWP Policy:



The screenshot displays the 'Policy Builder' interface of the Drug Free Workplace PA website. The top navigation bar is blue with white text for 'ABOUT', 'SERVICES', 'RESOURCES', 'EVENTS', 'NEWS', and 'CONTACT'. A 'Donate Now' button is located on the right. The main content area has a light blue background. At the top of this area, the 'Policy Builder' title is followed by a progress bar with 12 steps, where the first step is highlighted. Below the progress bar are five buttons: 'View', 'Edit', 'Webform', 'Results', and 'Devel'. The form fields are as follows:

- First Name \***: Text input with 'Victor'.
- Last Name \***: Text input with 'Parziale'.
- Organization Name \***: Text input with 'Drug Free Workplace PA'.
- Title \***: Text input with 'Program Supervisor'.
- Address \***: Text input with '2930 Derry St'.
- City \***: Text input with 'Harrisburg'.
- State \***: Dropdown menu with 'Pennsylvania' selected.
- Zip Code \***: Text input with '17111'.
- Email \***: Text input with 'vparziale-DFWPA@comcast.net'.
- Phone Number**: Text input with '717-454-3100'.
- Company Logo**: File upload area with a 'Choose File' button and the text 'No file chosen'.

An 'Upload' button is located at the bottom left of the form area.

## 1. Establishing a DFWP Policy:

[< Previous Page](#)

# Components of a Drug Free Workplace

## 2. Supervisor Training

- The organization's DFWP Policy
- Supervisor Responsibilities in Implementing Policy
- Monitoring and Documenting Job Performance
- Identifying employee Substance Abuse
- Referring Employees to available Assistance
  - Supervisors are NOT expected to diagnose or counsel
  - However Supervisors are Expected to Recognize and Address Job Performance Concerns

# Components of a Drug Free Workplace

## 2. Supervisor Training - Reasonable Suspicion Checklist



### Reasonable Suspicion Checklist, Page 1

Name of Observed Employee \_\_\_\_\_

Location \_\_\_\_\_

Time \_\_\_\_\_ a.m. \_\_\_\_\_ p.m. Date \_\_\_\_\_

When there is reasonable suspicion that an employee at work is unfit for duty, the supervisor or manager observing the behavior as well as another supervisor/manager as witness, if possible, must complete the checklist below. Where "Other" is checked, please describe.

#### Observation Checklist

**Walking:**      Holding on      Stumbling      Unable to walk  
     Unsteady      Staggering      Swaying  
     Falling      Other \_\_\_\_\_

**Standing:**      Swaying      Feet wide apart      Unable to stand  
     Rigid      Staggering      Sagging at knees  
     Other \_\_\_\_\_

**Speech:**      Whispering      Slurred      Shouting  
     Incoherent      Slobbering      Silent  
     Rambling      Mute      Slow



# Components of a Drug Free Workplace

## 3. Employee Training

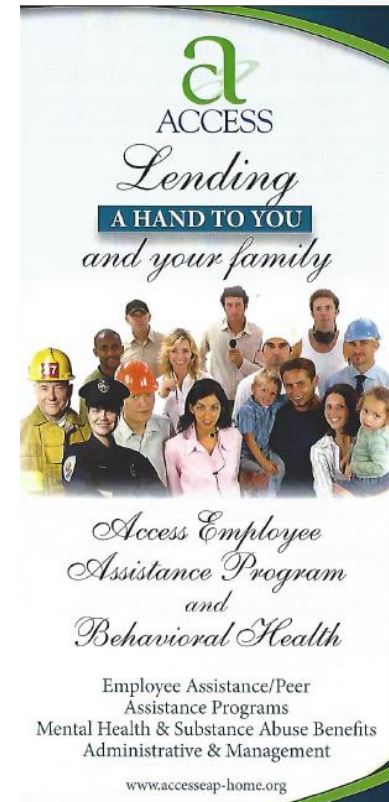
- The organization's DFWP Policy and Program
- Employee Responsibilities in Following Policy
- Education on Substance Abuse and Impact On:
  - Work Performance
  - Personal Health
  - Family Life
- **Family Education Program**
  - Family Roles
  - Science of Addiction
  - Risk Behaviors
  - Resources ... **and other trainings online at [DrugFreeWorkplacePA.org](http://DrugFreeWorkplacePA.org)**



# Components of a Drug Free Workplace

## 4. Employee Assistance Program (EAP)

- Designed to assist work organizations in addressing productivity issues
- Assists employees to ID and resolve personal concerns that may affect job performance
- Kinds of Assistance:
  - Marital
  - Family
  - Emotional / Mental Health
  - Eldercare
  - Stress
  - Financial
  - Interventions
  - Drug and Alcohol
  - Conflict Resolution
  - Critical Incident Debriefing



# Components of a Drug Free Workplace



## 5. Alcohol and Drug Testing

- Who will be tested?
- When will tests be performed?
- Which Drugs will be tested for?
- What types of tests will be conducted?
- Understanding State and Federal Laws with regards to drug testing
- **Drug Testing Resources** – Quest Diagnostics, LabCorp, D & S Drug Testing, Concentra, Work Net

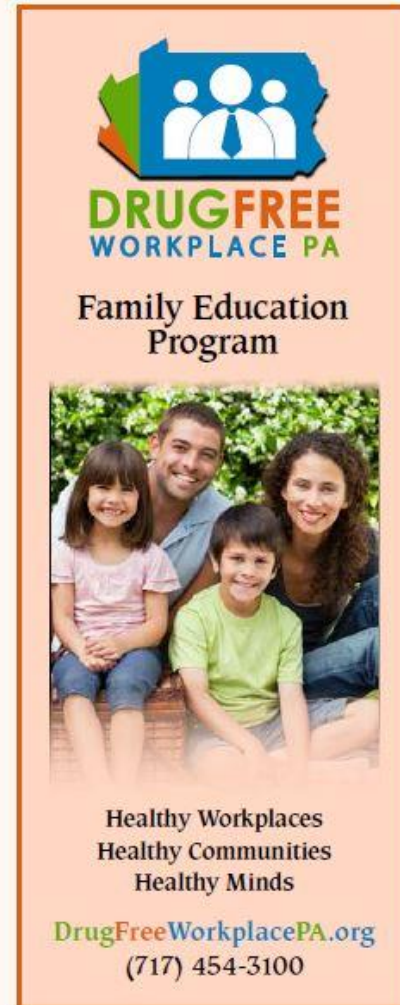
# Resources and Education

## Drug Free Workplace – Family Education

- Family Roles in Addiction
- The Science of Addiction
- Drugs of Addiction
- Risk Behaviors of Substance Abusers
- Resources for Families

## DrugFreeWorkplacePA.org

- Conflicts in the Workplace
- Workplace Violence
- Sexual Harassment
- Gambling
- **And about 20 more classes online ...**



The poster features the DrugFree Workplace PA logo at the top, which includes a stylized map of Pennsylvania and three people. Below the logo, the text "Family Education Program" is displayed. In the center is a photograph of a smiling family consisting of a father, a mother, and two children. At the bottom, the text "Healthy Workplaces, Healthy Communities, Healthy Minds" is written, followed by the website "DrugFreeWorkplacePA.org" and the phone number "(717) 454-3100".

**DRUGFREE**  
WORKPLACE PA

Family Education  
Program

Healthy Workplaces  
Healthy Communities  
Healthy Minds

DrugFreeWorkplacePA.org  
(717) 454-3100

# Resources and Education

- **AA World Services** – <http://www.aa.org/> – (800) 433-7300
- **NA World Services** – <http://www.na.org/> – (717)-233-3733
- **Celebrate Recovery** – <http://www.celebraterecovery.com/>
- **Al-Anon** – <http://www.al-anon.org/>
- **Alateen** – <http://www.al-anon.alateen.org/>
- **Co-Dependents Anonymous** – <http://coda.org/>
- **PRO-A.org** – <http://www.pro-a.org/>
- **Drug Free America Foundation** – <http://dfaf.org/>
- **NIDA** – <http://www.drugabuse.gov/>
- **National Families in Action** – <http://www.nationalfamilies.org/>
- **Partnership for Drug Free Kids** – <http://www.drugfree.org/>
- **Drug Prevention Network of the Americas** – <http://www.dpna.org/>
- **Harrisburg Outpatient Program** – (717) 233-3424
- **Drug Free Workplace PA** – (717) 454-3100 and **PAStop.org**



# References

- Park, Haeyoun and Bloch, Matthew. January 19, 2016. "How the Epidemic of Drug Overdose Deaths Ripples Across America." The New York Times
- <http://www.CDC.gov>
- <http://www.SAMHSA.gov>
- <http://www.NIDA.gov>
- ROI numbers based on NIDA Research, (Aos et al. 2001; Hawkins et al. 1999; Pentz 1998; Spoth et al. 2002a; Jones et al. 2008; Foster et al. 2007; Miller and Hendrie 2009)
- <http://www.drugabuse.gov>
- 'Working Partners' National Conference Proceedings Report sponsored by the DOL, the Small Business Administration (SBA), and the Office of National Drug Control Policy (See: <http://www.tn.gov/labor-wfd/dfwp.html#thecost>).
- <http://www.dol.gov>
- <http://www.sba.gov>
- <https://www.whitehouse.gov/ondcp>
- <http://helix-health.com/blog/tag/employee-health-insurance/>



# Questions?



Victor Parziale, BS, CRS, ARISE Intern

**Program Supervisor**

Phone: 717-215-9919

Email: [vparziale-dfwpa@comcast.net](mailto:vparziale-dfwpa@comcast.net)