

Florida State University Office of Human Resources Presents:

4th Annual Drug-Free Workplace Awareness Week



January 26 - 30, 2015

#Healthy Choices Healthy You

**PRESENTATIONS
DOOR PRIZES
REFRESHMENTS**

- ▶ Register today for the Training Session
- ▶ When: January 27, 2015 at 11:30 am
- ▶ Where: Training Center
- ▶ Speaker: Kevin Frentz and ELR/EAP Session

For More Specific Information

Visit: hr.fsu.edu

Contact: (850) 644-8048



Florida State University is committed to providing a safe, healthy and drug-free working environment and would like to take this opportunity to remind employees about the importance of working drug-free for their safety and the safety of their co-workers. This event is not only helpful for employees, but it will also assist supervisors in understanding the proper procedures to follow when employees difficulties with drugs and alcohol affect the work environment.



Florida State University

Office of Human Resources presents:

The 4th Annual Drug-Free Workplace Awareness Week

Substance Abuse and the Workplace: #Healthy Choices Healthy You

January 26-30, 2015

The Office of Human Resources will be hosting our 4th Annual Drug-Free Workplace Awareness Week. Human Resources has partnered with the University's Employee Assistance Program (EAP) to promote Florida State University's Drug-Free Workplace policies and programs, and to provide information to our employees emphasizing the importance of being drug-free.

Drug-Free Workplace Awareness Week Calendar:

Date	Event	Description
Monday, January 26, 2015	Drug-Free Workplace Awareness Drug Facts	January 26, 2015 marks the beginning of Drug-Free Workplace Awareness Week. Please visit the Human Resources website at www.hr.fsu.edu for informative drug facts, articles, and detailed information on specific events for the week.
Tuesday, January 27, 2015	"Making Choices about Drugs, Alcohol and Tobacco" ELR/EAP Information Session	The presentations will be held at the FSU Training Center from 11:30 a.m. to 1:30 p.m. There will be door prizes and refreshments. This event is not only helpful for employees, but will also assist supervisors in understanding the proper procedures to follow when employees' difficulties with drugs and alcohol affect the work environment. (*Registration Course Numbers are: PDDFW3 and PDDFW4)
Wednesday, January 28, 2015	CDL Drug and Alcohol Testing Training	This training is required for all CDL drivers and CDL supervisors, and will also include Reasonable Suspicion Training for CDL supervisors. The training will be held in Human Resources in Room 6224 from 8:30 a.m. to 10:00 a.m. for CDL drivers, and 8:30 a.m. to 12:30 p.m. for CDL supervisors.
Thursday, January 29, 2015	ELR/EAP Information Session	Human Resources and EAP will conduct an informational seminar focused on ways to contribute to a Drug-Free Workplace for Building Services employees at 11:00 p.m. in Human Resources, Room 6224. Human Resources, Employee & Labor Relations will present an overview of the Drug-Free Workplace policy and the impacts of substance abuse in the workplace. EAP's seminar will provide referrals and resources available to assist FSU employees and/or their family members in receiving support for alcohol/substance abuse.

*For assistance with registration for PDDFW3-0002 and PDDFW4-0002, please contact The Office of Training & Organizational Development at 644-8724. Contact Employee & Labor Relations at 644-8048 for more information on Drug-Free Workplace Awareness Week events.

Substance Abuse in the Workplace

Substance use and abuse among workers

Substance abuse by employees results in:

- Higher health care expenses for injuries and illnesses;
- Higher rates of absenteeism;
- Reductions in job productivity and performance;
- More workers' compensation and disability claims; and
- Safety and other risks for employers.

- Substance Abuse and Mental Health Services Administration (SAMHSA)

Employees with substance abuse issues often:

- Fail to fulfill major role obligations at work, school or home.
- Use substances in situations where it is physically hazardous (e.g. driving an automobile or operating a machine when impaired by substance use).
- Have recurrent substance-related legal or financial problems.
- Continue to use substances despite persistent social or interpersonal problems that are a result of the substance use.

- American Psychiatric Association, Diagnostic and statistical manual of mental disorders (4th edition).

Substance use and abuse is a concern for employers. Most drug users, binge and heavy drinkers, and people with substance use disorders are employed.

- Of the 19.9 million current illicit drug users aged 18 or older in 2011, 13.1 million (65.7 percent) were employed either full or part time.
- The rate of current alcohol use was 64.3 percent for full-time employed adults aged 18 or older in 2011.
- Most binge and heavy alcohol users were employed in 2011. Among 56.5 million adult binge drinkers, 42.1 million (74.4 percent) were employed either full or part time. Among 15.5 million heavy drinkers, 11.6 million (74.9 percent) were employed.
- About half of the adults aged 18 or older with substance dependence or abuse were employed full time in 2011. Of the 18.9 million adults classified with dependence or abuse, 9.8 million (51.8 percent) were employed full time.

- 2011 National Survey on Drug Use and Health (NSDUH)

Substance use and abuse is not necessarily limited to after work hours, leading to the risk of impairment on the job.

- An estimated 3.1 percent of employed adults actually used illicit drugs before reporting to work or during work hours at least once in the past year, with about 2.9 percent working while under the influence of an illicit drug.
- An estimated 1.8 percent of employed adults consumed alcohol before coming to work, and 7.1 percent drank alcohol during the workday.

- Journal of Applied Psychology, Journal of Studies on Alcohol

Impact of substance use on the workplace

Worker Substance Abuse Brings High Costs to Employers

Although costs for substance abuse treatment may appear low as reflected in an employer's health plan, drug and alcohol problems cost the United States an estimated \$276 billion per year. The majority of these expenses result from lost work productivity (which will not be reflected in a health plan) and health care costs related to substance abuse.

- *Substance Abuse and Mental Health Services Administration (SAMHSA)*

Workers reporting substance use and abuse have higher rates of turnover and absenteeism, are more likely to have worked for more than three employers in the past year, are more likely to have skipped work more than two days in the past month, and were also more likely to have missed more than two days of work due to illness or injury.

- *Substance Abuse and Mental Health Services Administration (SAMHSA)*

The impact of employee substance use and abuse is a problem that extends beyond the substance-using employee. There is evidence of co-worker job performance and attitudes being negatively affected. Workers have reported being put in danger, having been injured, having had to work harder, to re-do work, or to cover for a co-worker as a result of a fellow employee's drinking.

- *Employee Assistance Quarterly, JSI Research & Training Institute*

Small businesses most vulnerable

Smaller firms may be particularly disadvantaged by worker substance use and abuse. For example, while about half of all U.S. workers work for small and medium sized businesses (those with fewer than 500 employees), about nine in ten employed current illicit drug users and almost nine in ten employed heavy drinkers work for small and medium sized firms. Likewise, about nine in ten full-time workers with alcohol or illicit drug dependence or abuse work for small and medium size firms. However, smaller firms are generally less likely to test for substance use.

- *U.S. Census Bureau, Substance Abuse and Mental Health Services Administration (SAMHSA)*

Good news for employers

A 2011 poll conducted by the Society of Human Resource Management (SHRM) and the Drug and Alcohol Testing Industry Association (DATIA) regarding drug testing demonstrated the efficacy of implementing these workplace programs. Among companies that conducted drug testing:

- 9% reported high absenteeism rates before implementing a drug testing program compared to 4% after program implementation;
- 14% reported high workers' compensation incidence rates prior to program implementation compared to 6% after implementation;
- 9% reported experiencing an increase of productivity after program implementation;
- 16% reported seeing a decrease in employee turnover rates after implementation.