



American Drug Testing

Drug-Free Workplace Programs

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DRUG-FREE WORKPLACE ADVISOR

AN ONGOING SERIES TO PROTECT YOUR COMPANY BY HELPING TO KEEP DRUGS OUT OF YOUR WORK-

General Workplace Impact of Substance Abuse, Part III

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.
- An estimated 1.7 percent of employed adults worked while under the influence of alcohol, and 9.2 percent worked with a hangover in the past year.

Regardless of where illicit drug use or heavy alcohol use takes place, workers reporting substance use and abuse have higher rates of turnover and absenteeism. Workers reporting heavy alcohol use or illicit drug

use, as well as workers reporting dependence on or abuse of alcohol or illicit drugs, are more likely to have worked for more than three employers in the past year. Likewise, those workers are more likely to

“... Regardless of where illicit drug use or heavy alcohol use takes place, workers reporting substance use and abuse have higher rates of turnover and absenteeism”

have skipped work more than two days in the past month.

Workers reporting illicit drug use or dependence on or abuse of alcohol or illicit drugs were also more likely to have missed more than two days of work due to illness or injury. Furthermore, the impact of employee substance use and abuse is a problem that extends beyond the substance-using employee. There is evidence that co-worker job performance and attitudes are negatively affected.²⁷ Workers have reported being put in danger, having been injured, or 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.

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.

Smaller businesses are less likely to have programs in place to combat the problem, yet they are more likely to be the employer-of-choice for illicit drug users. Individuals who can’t adhere to a drug-free workplace policy seek employment at firms that don’t have one, and the cost of just one error caused by an impaired employee can devastate a small company.



The good news is that there are steps businesses can take to minimize the risks of worker alcohol use, and there are resources to help them do so. American Drug Testing can help employers develop drug-free workplace programs that

educate employees about the dangers of drugs and encourage those with alcohol problems to seek help. For additional information, see the “client area” at www.AmericanDrugTesting.net or call 843-747-4111.

Online Supervisor Training Program



Supervisors will learn:

- How to identify illegal drugs and drug paraphernalia
- The linkage between drug and alcohol problems and performance problems
- How to identify and investigate crisis situations
- How to recognize workplace problems related to employee use of alcohol and drugs
- How to avoid enabling and common supervisor traps



Exceeds requirements for supervisor training as outlined by the U.S. Department of Transportation.

Only \$129 per Person
Contact us at 843-747-4111

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