


Worksite Substance Abuse Prevention


Presented by:
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Who is Bill McPeck?

William C. McPeck, MSW, CWWPC, WLCP specialized in substance abuse and EAP programs in graduate school. While in the community mental health field, Bill continued to treat individuals and to provide EAP type services to organizations. As a fire marshal, Bill studied the relationship of intoxication to fire setting behaviors and to fire related deaths. Today, Bill serves as the contract manager for the state employee drug and alcohol testing and EAP programs. In addition, Bill serves as a member of the Workplace SBI workgroup at Ensuring Solutions of the George Washington University Medical Center and the Substance Abuse in the Workplace ad-hoc group at the Maine Office of Substance Abuse. Bill is nationally certified as a Worksite Wellness Program Consultant and Work-Life Professional. Bill has also been trained by the Prevention Research Institute as an instructor for their PRIME for Life alcohol and drug prevention education program. As a lifelong learner, Bill likes to share his latest learning with others. Bill conducts presentations, seminars and workshops at the organizational, local, state, regional and national levels. Bill has also served as an adjunct faculty member within the Maine Community College System and at the Graduate School of Public Health, University of North Carolina-Chapel Hill.



Making the Case for S/A Prevention at Work

- Alcohol
 - Rate of current alcohol use by full time employed adults age 18 or older was 63.0%

2008 National Survey on Drug Use and Health: National Findings
<http://oas.samhsa.gov>

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Making the Case for S/A Prevention at Work

- Alcohol
 - Rate of current heavy alcohol use by full time employed adults age 18 or older was 8.8%

2008 National Survey on Drug Use and Health: National Findings
<http://oas.samhsa.gov>

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Making the Case for S/A Prevention at Work

- Alcohol
 - Rate of current binge drinking by full time employed adults age 18 or older was 30.3%

2008 National Survey on Drug Use and Health: National Findings
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Making the Case for S/A Prevention at Work

- Alcohol
 - Most binge and heavy alcohol users were employed in 2008 either full or part-time
 - 79.7% of the binge drinkers were employed
 - 78.8% of the heavy drinkers were employed

2008 National Survey on Drug Use and Health: National Findings
<http://oas.samhsa.gov>

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Making the Case for S/A Prevention at Work

- Alcohol
 - An estimated 1.83% workers drink before work
 - An estimated 9.23% workers work with a hangover

Frone, Journal of Studies on Alcohol, 67(1), pp. 147-156, 2006

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Making the Case for S/A Prevention at Work

- Alcohol
 - About 15% of the US workforce uses or is impaired by alcohol on the job.

University of Buffalo Research Institute on Addictions - 2006

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Making the Case for S/A Prevention at Work

- Alcohol
 - Alcoholics and problem drinkers are:
 - More likely than other workers to have had three or more employers in the last year
 - Likely to have missed more than two days work in the past month due to illness or injury
 - Likely to have skipped work more than two days in the past month

Source: Ensuring Solutions, George Washington University Medical Center <http://www.ensuringsolutions.org>

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Making the Case for S/A Prevention at Work

- Drugs
 - Of the 17.8 million current illicit drug users aged 18 or older in 2008, 12.9 million or 72.7% were employed either full or part-time

2008 National Survey on Drug Use and Health: National Findings
<http://oas.samhsa.org>

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Making the Case for S/A Prevention at Work

- Drugs
 - The rate of current illicit drug use was 8.0 percent for those employed full-time and 10.2 percent for those employed part-time

2008 National Survey on Drug Use and Health: National Findings
<http://oas.samhsa.org>

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Making the Case for S/A Prevention at Work

- Drugs
 - An estimated 3.1 percent of employed adults actually used illicit drugs at least once during the past year before reporting to work or during work hours, with about 2.9 percent reported working under the influence of an illicit drug

Frone, M.R., "Prevalence and Distribution of Illicit Drug Use in the Workforce and in the Workplace: Findings and Implications from a U.S. National Survey," *Journal of Applied Psychology*, Volume 91, pp. 856-869, 2006.

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Making the Case for S/A Prevention at Work

- Drugs
 - Drug users are absent 1.5 times as often
 - U.S. Center for Substance Abuse Prevention, National Clearinghouse for Alcohol and Drug Information (NCADI)

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Making the Case for S/A Prevention at Work

- Drugs
 - Since 2002, the percentage of adults ages 50 to 59 reporting illicit and non-medical drug use has steadily risen
 - 5.1 % in 2002 9.4% in 2007

Source: CESAR Fax, Center for Substance Abuse Research, University of Maryland – College Park, Vol. 18, Issue 35, September 7, 2009

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Making the Case for S/A Prevention at Work

- Of the 20.4 million adults classified with substance dependence or abuse, 12.3 million (60.4 percent) are employed full-time

Source: Results from the 2007 National Survey on Drug Use and Health: National Findings (NSDUH Series H-34, DHHS Publication No. SMA 08-4343. SAMHSA, Office of Applied Studies, 2008.

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Making the Case for S/A Prevention at Work

- Costs to Employers
 - Drugs
 - Employed drug abusers cost their employers about twice as much in medical and worker's compensation claims as their drug free co-workers

NIDA Info Facts – www.nida.nih.gov

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Making the Case for S/A Prevention at Work

- Costs to employers
 - Health care costs for employees who have alcohol problems are about twice as high as for the average employee
 - Each untreated substance abusing employee costs their employer an estimated \$640 annually
 - Problem drinkers spend four times as many days in the hospital as the national average

Source: Ensuring Solutions, George Washington University Medical Center
<http://www.ensuringsolutions.org>

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Making the Case for S/A Prevention at Work

- Costs to Employers
 - Employees with alcoholism:
 - Use twice as much sick leave as other employees
 - Are five times more likely to file a workers' compensation claim
 - Are more likely to cause injury to themselves or others while on the job

Source: Ensuring Solutions, George Washington University Medical Center
<http://www.ensuringsolutions.org>

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Making the Case for S/A Prevention at Work

- Cost Calculators
 - Alcohol Cost Calculator – Ensuring Solutions
<http://www.alcoholcostcalculator.org>

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What Can Every Employer Do?

- At the very least, every employer can at least adopt a policy and conduct awareness and education programs

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Where Does Worksite S/A Prevention Belong?

- Safety Programs
- Wellness Programs

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Where Does Worksite S/A Prevention Belong?

- Safety Programs

According to OSHA, between 10 and 20 percent of the nation's workers who die on the job test positive for alcohol or other drugs....

Industries with the highest rate of drug use are the same as those at a high risk for occupational injuries such as construction, mining, manufacturing and wholesale

www.osha.gov/SLTC/substanceabuse/index.html

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Where Does Worksite S/A Prevention Belong?

- Wellness Programs

Initial worksite efforts focused on testing and EAP services....

Currently there is seen a great potential for incorporating SA prevention efforts into successful worksite wellness initiatives and strategies which target other health concerns

Northeast CAPT News Update, September 2006

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Where Does Worksite S/A Prevention Belong?

- The safety vs. wellness question may become moot as NIOSH is promoting an initiative, the NIOSH WorkLife Initiative, designed to integrate safety and worksite wellness

<http://www.cdc.gov/niosh/worklife/steps/default.html>

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Suggested Elements of a Comprehensive Worksite Substance Abuse Prevention Program

- Policy Development
- Awareness and Education
- Screening and Brief Intervention
- Testing
 - US DOT
 - Maine
- Insurance Benefits
- Treatment
 - EAP
 - Recovery Support
- Liability
- Evaluation

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Making the Case for S/A Prevention at Work

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S/A Planning and Program Implementation

- Assessing the need
- Identifying available resources
- Developing a written policy
- Determining whether to have an EAP
- Determining whether to do testing
- Educating employees and managers

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Policy Development

- A policy is the foundation of a drug free workplace program
- Common elements of a policy
 - Why the policy is being implemented
 - A clear description of prohibited behaviors
 - Clear consequences for policy violations

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Policy Development Resources

- US DOL Working Partners Policy Development eTool
<http://www.dol.gov/elaws/asp/drugfree/drugs/screen1.asp>
- National Substance Abuse Information Database – Sample Policies
<http://www.dol.gov/asp/programs/drugs/said/BrowseBy.asp?What=2>

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Awareness

- April
 - Alcohol Awareness Month
 - Alcohol Screening Day
- September
 - National Alcohol and Drug Addiction Recovery Month

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Awareness

- October
 - National Drug Free Work Week

National Health Observances Calendar
<http://www.healthfinder.gov/nho/nho.asp>

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Education

- Employee
- Supervisor
- Management Development
- Responsible Drinking
- Binge Drinking
- OTC Medication Use and Abuse
- Underage Drinking
- Parental Involvement

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Educational Resources

- Working Partners – US DOL
<http://www.dol.gov/asp/programs/drugs/workingpartners/materials/materials.asp>
- National Registry of Evidence Based Programs and Practices
<http://nrepp.samhsa.gov>
- Underage Drinking Workplace Kit
<http://www.alcoholfreechildren.org/node/277>
- PRIME for Life – Prevention Research Institute
<http://primeforlife.org>

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Screening and Brief Intervention

- Screening Alone
- Screening and Brief Intervention

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Screening Alone

- Paper and Pencil
- Telephonic
- Web based

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Screening – Paper and Pencil


- Alcohol and Drug Screening Tool Examples
 - Alcohol - CAGE (Cut-Annoyed-Guilty-Eye) – 4 Questions
 - Alcohol – MAST (Michigan Alcohol Screening Test Revised) – 22 Questions
 - Alcohol – Alcohol Use Inventory – 24 Questions
 - Alcohol – AUDIT (Alcohol Use Disorder Identification Test) 10 Questions
 - Both – Substance Abuse Subtle Screening Inventory (SASSI) – 52 True/False Questions

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Screening – Paper and Pencil Resources

- DOL – Working Partners – Screening and Assessment
<http://www.dol.gov/asp/programs/drugs/workingpartners/sab/screen.asp>


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Screening - Telephonic

- Use of an 800 number and the telephone key pad for individual screening


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Screening – Telephonic Resources

- Alcohol Screening for Mental Health
<http://www.mentalhealthscreening.org/workplace/index.aspx>

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Screening – Web Based

- Screening Tools adapted or specifically designed for use on the World Wide Web

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Screening – Web Based Resources

- Alcohol Screening
<http://www.alcoholscreening.org>
- Alcohol – AUDIT – Alcohol Screening Test
http://mentalhelp.net/poc/view_doc.php?type=doc&id=1860&cn=14
- Drug Screening
<http://www.drugscreening.org/Session.aspx>
- Drug Screening – National Institute of Drug Abuse
<http://www1.drugabuse.gov/nmassist>
- Alcohol and Drug Testing – Counselling Resource
<http://counsellingresources.com/quizzes>

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Screening and Brief Intervention

- Screening and Brief Intervention (SBI) is a technique that combines the use of validated screening techniques with short-term intervention techniques to reduce or eliminate harmful alcohol and drug use.

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Screening and Brief Intervention

- Originally developed for treatment and healthcare settings, now available for use in workplaces
- Delivered by:
 - Occupational health units
 - EAPs
- How about HR, specially trained managers/supervisors and peers? What do you think?

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SBI Resources

- Workplace Screening and Brief Intervention – Ensuring Solutions
http://www.ensuringsolutions.org/resources/resources_list.htm?cat_id=964
- U.S. DOL Working Partners – Screening and Assessment
<http://www.dol.gov/asp/programs/drugs/workingpartners/sab/screen.asp>

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Drug and Alcohol Testing

- U.S Department of Transportation
- State of Maine

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U. S. Department of Transportation

- Drug and alcohol testing for employees in safety sensitive positions
 - Aviation
 - Pipeline Safety
 - Public Transportation
 - Railroad
 - Ships/Vessels (U.S. Coast Guard)
 - Trucks/Tour Buses/School Buses

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Workplace Drug and Alcohol Testing in Maine

- Any employer not exempt who does substance abuse testing must comply
- Requires a policy developed by an employee committee
- Policy must be approved by MDOL
- Employers with 20 or more F/T employees must have an EAP program
 - EAP program must be certified by DHHS

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Workplace Drug and Alcohol Testing in Maine

- No direct or indirect observation of urine sample
- Testing allowed for:
 - Post offer applicants
 - List of persons on eligibility roster
 - Probable cause
 - Random
 - Return to work after positive test

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Drug and Alcohol Testing Resources

- U. S. Dot
<http://www.dot/ost/dapc/>

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Drug and Alcohol Testing Resources

- Maine
 - Maine Law – Title 26 Section 681 et seq
 - Link to Maine law
 - <http://www.mainelegislature.org/legis/statutes/search.htm>
 - Maine DOL Wage and Hour Division Drug Testing Policy Approval
 - http://www.maine.gov/labor/labor_laws/wagehour.html
 - Maine DHHS – EAP Program Licensing and Certification
 - <http://www.maine.gov/dhhs/dlrs/Licensing/EAP/index.html>

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Insurance Benefits for S/A

- Any Maine employer who offers health insurance must offer substance abuse treatment coverage
- Federal mental health/substance abuse parity

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Insurance Benefit Resources

- Health Plans and Insurance – Ensuring Solutions
 - http://www.ensuringsolutions.org/resources/resources_list.htm?cat_id=965

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Worksites and Treatment

- Policies that encourage treatment
- Employee Assistance Programs – EAP
- Supporting Recovery
 - Organizational culture
 - Returning to work
 - Addressing stigma
 - Job related fears
 - Addressing challenges to treatment and recovery
 - Financial
 - Daily life

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Treatment and Recovery Resources

- Treatment and Recovery – Ensuring Solutions
http://www.ensuringsolutions.org/resources/resources_list.htm?cat_id=989
- Recovery Month Materials – Search using the term workplace
<http://www.recoverymonth.gov>

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Alcohol Liability

- Issues with employees under age of 21
- Maine Liquor Liability Act – A nonlicensed, social host can be sued for negligent or reckless conduct
 - Negligent conduct – Serving liquor to a minor or intoxicated person
 - Reckless conduct – Intentional serving of liquor to a minor or intoxicated person

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Liquor Liability Resources

- Quick Guide to Maine Liquor and Liability Laws
<http://www.maine.gov/dps/bhs/impaired-driving/guide.html>
- Maine Liquor Liability Law – Title 28-A Section 2501 et seq
 - Link to Maine law
 - <http://www.mainelegislature.org/legis/statutes/search.htm>

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Program Evaluation

- Most neglected aspect of workplace programs
- Types of program evaluation
 - Process/Outputs:
 - How many sessions
 - How many attended
 - Reaction:
 - Employee feelings about program
 - Learning:
 - Learned facts, ideas or processes
 - Behavior:
 - Did employees use what they learned to change behavior?
 - Results:
 - What were the outcomes/results?

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Program Evaluation Resources

- Evaluation Section - Drug Free Workplace Kit
<http://www.workplace.samhsa.gov/WPworkit/evaluate.html>

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Suggested Resources

- SAMHSA Division of Workplace Programs
<http://www.workplace.samhsa.gov/>
- Working Partners for an Alcohol and Drug Free Workplace
<http://www.dol.gov/workingpartners/>
- Ensuring Solutions for Alcohol Problems
<http://www.ensuringsolutions.org/>

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Suggested Resources

- Maine OSA Prevention at Workplaces
<http://www.maine.gov/dhhs/osa/prevention/workplace/index.htm>

For Further Information and Consultation

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