

OSC 10
Ohio Safety Congress & Expo

Workplace liability issues and employee confrontation for small business
492
Timothy Dimoff

Wednesday, March 31, 2010 9:15 to 10:15 a.m.

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#1 with solutions to high-risk workplace issues!

GSA Schedule
View Our Government Capability Statement

Life 700
CLICK HERE TO LEARN MORE

Web-based Training
SACS courses through your computer. CLICK HERE TO

SACS
Tim's Golden Nuggets
TIPS TO STOP LITIGATION BEFORE IT STARTS
CLICK HERE

Drug Free
SACS Online Employee Training
Supervisory Multi-Stage Training
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Hiring Tools & Information

IDENTITY THEFT
ARE YOU A VICTIM?
CLICK HERE

DATE RAPE
DRUGS
CLICK HERE

Help and Healing for Victims of Crime

High Risk Workplace Issues



SACS Research Reveals Five Factors Determine Corporate Legal Success

1. Quality of People Hired



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- 1. Quality of People Hired**
- 2. Physical Security of Work Environment**



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- 2. Physical Security of Work Environment**
- 3. Well Trained Supervisors**



SACS Research Reveals Five Factors Determine Corporate Legal Success

1. Quality of People Hired
2. Physical Security of Work Environment
3. Well Trained Supervisors
4. Thorough, Written Company Policies, Manuals & Job Descriptions



SACS Research Reveals Five Factors Determine Corporate Legal Success

1. Quality of People Hired
2. Physical Security of Work Environment
3. Well Trained Supervisors
4. Thorough, Written Company Policies, Manuals, Job Descriptions
5. All Locations, Shifts & Supervisors Working off the "Same Page"



Lawsuits & Jury Verdicts Increasing

U.S. corporations are finding firing workers can be very costly. Jury awards for wrongfully terminated employees now average about:

\$733,000

Former employees won jury verdicts in

64%

of all cases.



Approximately 60%
Total Production of
ILLEGAL Drugs
Bought &
Consumed in the
United States



The Grim Consequences

- Someone who abuses drugs or alcohol is 5 times more likely to be injured on the job.

Statistics provided by Workers Comp Bureau



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- Someone who abuses drugs or alcohol is 5 times more likely to be injured on the job.
- They are **40** times more likely to involve co-workers in accidents they cause.

Statistics provided by Workers Comp Bureau



Startling Statistics

10% to 15% of American Workforce Arrives to Work Each Day Under the Influence of Alcohol or Drugs



More Startling Statistics

Average Substance Abuser Works at 67% of His/Her Potential

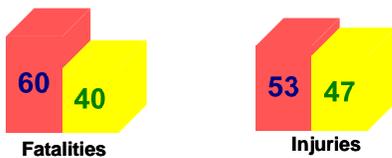
(2.5 Lost Hours/Day)



Source: OSHA



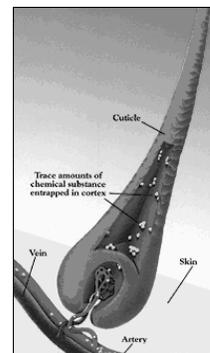
Industrial Accidents



Up to 40% of industrial fatalities & 47% of industrial injuries can be linked to alcohol consumption & alcoholism



Hair Testing

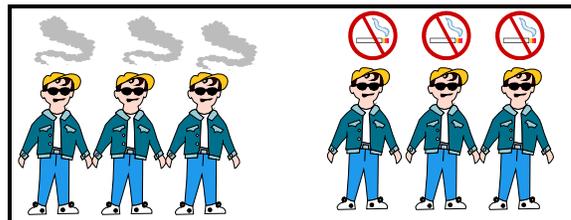


Drug Testing

- DFWP tests do **NOT** test for presence of drugs/alcohol
- DFWP tests for presence of unsafe or potential impairment levels of drugs & alcohol
- Normal prescription levels usually below cut-offs



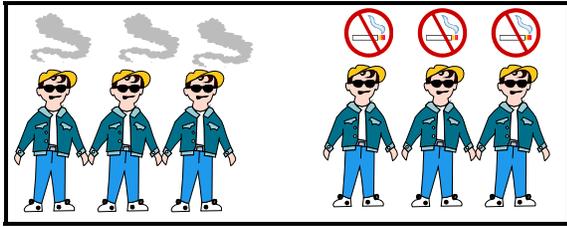
Passive Inhalation



M.J.Positive = 50 Nag



Passive Inhalation



M.J.Positive = 50 Nag
Passive Inhalation = 20 Nag



Employee Documentation

**Document Job Performance
and/or Safety Issues Only**



Receipt of Company Policy on Drugs/Alcohol Abuse

TO: ALL EMPLOYEES
FROM: HUMAN RESOURCES DEPARTMENT
REFERENCE: RECEIPT OF COMPANY POLICY ON DRUG/ALCOHOL ABUSE

PLEASE SIGN BELOW TO INDICATE THAT:

- YOU HAVE RECEIVED A COPY OF THE COMPANY DRUG/ALCOHOL POLICY STATEMENT.
- YOU HAVE READ THE DRUG/ALCOHOL POLICY OR BEEN INFORMED OF ITS CONTENT.
- YOU AGREE TO ABIDE BY THE COMPANY DRUG/ALCOHOL POLICY IN ALL RESPECTS.

ACKNOWLEDGED AND AGREED:

SIGNATURE _____

PRINT NAME HERE _____

DATE _____



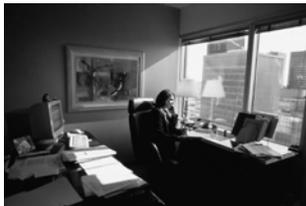
Two-on-One Rule

**If employee refuses to sign,
have two supervisors present
to witness meeting & have
both sign the form.**



Five Basic Management Guidelines

1. Observe
2. Document
3. Prepare
4. Confront
5. Follow-Up



Look Whose Coming to Work

74% of drug addicts

and

**90% of alcoholics are
employed**



What Your Employees Want

Gallup Organization interviewed over 80,000 managers in over 400 companies, the largest study of its kind ever undertaken...



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- Workers want to feel appreciated
- Their employers to care about them as individuals
- Feel their jobs are important
- To have the opportunity to learn and grow



Bottom Line:

Employees want to feel they are making a difference in the world. That their work means more than just a paycheck.



High Risk Workplace Issues



Q & A