

OSC 12
Ohio Safety Congress & Expo

WELL AT HOME. SAFE AT WORK.

184 Implementing a Strategic Substance Abuse Program

Scott Warrick, J.D., MLHR, CEQC, SPHR

Thursday, March 29, 1:15 to 2:15 p.m.

Ohio Bureau of Workers' Compensation

Implementing a Strategic Substance Abuse Program

by

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3.6 times more likely to injure themselves *or another person* in a workplace accident

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Incur 300% higher medical costs
44% sell drugs to other employees
18% steal from co-workers to support their habits

One in five workers report that they have had to work harder, redo work or cover for a co-worker or have been put in danger or injured as a result a fellow employee's drinking.

CORPORATE STRATEGIC GOALS?
Lower Workers' Compensation Claims?
Increase Profitability?
Increase Production?

**TACTICAL
VS.
STRATEGIC**

What Is Tactical?

“PAVING THE ROAD”

*Reserving The Employer’s
Rights So You Can THEN
Be STRATEGIC.*

What Is Strategic?

*“Tell me what you
want to do...
and I will tell you
how to do it...”*

What Is Tactical?

“PAVING THE ROAD”

***CONTRACTS
v.
POLICIES***

**WHAT CUTOFF LEVELS
WILL YOU USE?**

**Department of Health and
Human Services
or
Ohio’s Cutoff Levels?**

DHHS vs. Ohio Cutoff Levels

Amphetamines	500 ng	1000 ng
*(MDMA (Ecstasy))		
Cocaine	150 ng	300 ng
Heroin	10 ng	

“Reasonable Suspicion”

vs.

“Reasonable Cause”

**“VOLUNTARY
ABANDONMENT”
POLICY CAN SAVE YOU
WORKERS’
COMPENSATION
CLAIMS**

TYPES OF TESTING

Pre-Employment Drug Testing

Reasonable Suspicion Testing

Post-Accident Testing

TYPES OF TESTING

**Follow Up Testing After
Return To Work From Assessment
or Treatment**

TYPES OF TESTING

Random Drug Testing

Transfers or Promotions

Annual or Biennial Testing

TYPES OF TESTING

Safety-Sensitive-Position Testing

**Customer-Required Substance
Abuse Testing**

Other Testing Programs

**TAMPERING WITH A
SPECIMEN OR FAILURE TO
PROVIDE A SAMPLE**

ODOR OF ALCOHOL

**NOTICE TO EMPLOYER OF
ILLEGAL ACTIVITY**

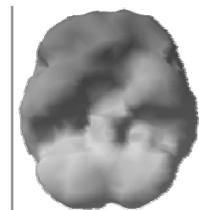
SEARCHES



**What Does A "Normal" Brain Look Like?
SURFACE BLOOD FLOW SCANS**



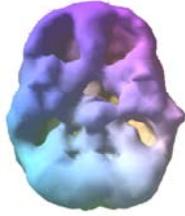
**(FOREHEAD)
TOP SURFACE VIEW**



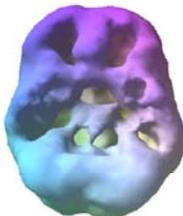
**(BASE OF HEAD)
UNDER VIEW**

DRUG ABUSE

Marijuana



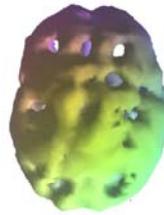
18 yr. old:
3 year history of
4 x week use



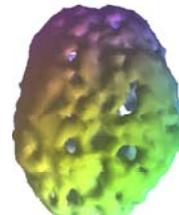
16 yr. old:
2 year history of
daily abuse

ALCOHOL AND DRUG ABUSE

Cocaine & Methamphetamine



52 yr. old:
28 yr. history of
frequent methadone use



24 yr. old:
2 years of
frequent cocaine use



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