

MAFES Dawg Tracks

October 3, 2011



*Want a Drug User on
Your Work Team?*

More and more companies are requiring pre-entrance drug testing. Along with pre-employment drug testing, they are doing random drug testing on the job. The National Football League, the National Basketball Association and Major League Baseball all have drug policies that are strictly enforced.

Some people don't like the policies. These are probably (or a good percentage of them) users, dealers, etc. Jokes are made about drug policies and are laughed at while others grumble. Everyone has an opinion. I worked for many years in private industry, one that was and is very labor intensive. Drug testing was an integral part of the employment screening process. Following are some facts and statistics that substantiate the policy of pre-employment drug testing:

- ❖ Firms that do not test these days tend to end up with a greater percentage of drug users, since word gets around about which companies test and which do not. This increases the chance that someone on your work team could be "high," and not able to maintain the work quality, safety and production levels.
- ❖ A typical "recreational" drug user, compared to a non-drug user in today's workforce, is **three times more likely** to injure himself, herself, or another person in a workplace incident. This means you may not be safe around such a co-worker, no matter how careful **you** are.
- ❖ The typical recreational drug user is **2.2 times** more likely to request time off, and more likely to have an absence of **8 days or more during the year**. This means that you may have to **personally** make up for what's not being done during that person's absence.
- ❖ Drug users are **five times** more likely to file a workmen's compensation claim. Workmen's compensation premiums, like insurance claims, will increase if you file very many claims. This increase comes off the bottom line, affecting the company's profits. Our university insurance works almost identically in the same fashion.
- ❖ Statistics show that up to **40 percent** of industrial fatalities and **47 percent** of industrial injuries are related to alcohol abuse and alcoholism. **Workplace accidents rates are two to three times higher than normal for alcoholics.**
- ❖ A recent survey of drug users who were seeking help in regard to their drug habits revealed the following:
 - ✓ **75 percent** had used drugs on the job.
 - ✓ **44 percent** had sold drugs to other employees.
 - ✓ **18 percent** had stolen from co-workers to support their habits.