



EMPIRE
PACIFIC

Risk Management, Inc.

WANT A DRUG USER ON YOUR TEAM?

Company Name _____ Job Name _____

More and more companies require drug testing these days. Chances are your company schedules pre-employment or random drug tests for its employees. Some people don't like the procedure very much. So what's the best possible attitude to have about this matter? You can joke about it-that's okay. You can grumble about it-that's natural. But do you want your employer to change the company policy and stop the testing? Here is what that would probably mean:

- 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 would be "high," and not able to maintain 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 accident. 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 2.5 times more likely to have an absence of eight days or more during a year. This means you may have to *personally* make up for what's not being done during that person's absence.
- Drug users are 5 times more likely to file a workers' compensation claim. Just as your car insurance goes up when you have an accident, your employer's insurance costs may go up when many claims are filed. This has an effect on company profits and potentially on your own wages or bonus.
- Up to 40% of industrial fatalities and 47% of industrial injuries are related to alcohol abuse and alcoholism. Workplace accident rates are *two or three times higher than normal* for alcoholics.
- A recent survey of drug users who were seeking help in regard to their drug habits revealed:

5300 SW Meadows Road - Suite 300 - Lake Oswego, Oregon 97035
Phone 503 968-6300 www.empirepac.com Fax 503 968-6305

