

# TOOL BOX TALKS

## Drug and Alcohol on the Job

The effects of drugs and alcohol can really affect your ability to work safely. Our jobs are dangerous enough, and they're even more difficult when people are under the influence. Employees must never work under the influence. What if an accident happens? Would you want to hurt a coworker, because you were under the influence of drugs or alcohol? Are there penalties in the workers' compensation system for drugs and alcohol? YES!

### WORKSAFE TIPS

#### DRUG AND ALCOHOL ABUSE

Never show up for work under the influence of drugs or alcohol. You could injure yourself or a coworker.

Call the office or your supervisor and let them know that you are not able to work safely. Don't take the risk by showing up under the influence.

Drugs can stay in your body from two weeks to a month. They take time to clear from the body.

Company drug tests typically screen for the following:

- Marijuana
- Cocaine
- Methamphetamine
- Opiates
- Ecstasy
- Amphetamines

A separate test is performed for alcohol.

Alcohol abuse is most common among employees.

A hangover may mean you are still under the influence. You are probably fatigued as well.

Injuries sustained by employees under the influence cost the company twice as much than injuries sustained by workers free of drug or alcohol effects.

Substance abusers are more likely to be injured, are far less productive and are absent from work more often.

Substance abusers put more burdens on their coworkers by increasing costs, accidents & theft, and by lowering production rates.

#### IF YOU ARE UNDER THE INFLUENCE ON THE JOB, AND SUSTAIN AN INJURY, YOU MAY BE SUBJECT TO PENALTIES.

**Does the new law change the reduction in benefits for an injury sustained by the employee based upon the use of drugs or alcohol?**  
(Section 287.120.6, RSMo)

Under the 2005 update to the Missouri Workers Compensation law, if the employee fails to obey any rule or policy adopted by the employer on a drug-free workplace or on the use of alcohol or non-prescribed controlled drugs in the workplace, and the employee sustains an injury while using alcohol or non-prescribed controlled drugs, the compensation and death benefits shall be reduced fifty percent.

If the employee's use of alcohol or non-prescribed controlled drugs in violation of the employer's rule or policy is the proximate cause of the employee's injury, the benefits or compensation payable for death or disability are forfeited.

The document "***How the Changes in the Workers' Compensation Law Affect You***" (Document WC-137 (05-05) AI) can be obtained through:  
MO Division of Workers' Compensation  
PO Box 58  
Jefferson City, MO 65102

REFER TO YOUR COMPANY'S SUBSTANCE ABUSE PROGRAM FOR MORE INFORMATION.

