

Lesson 2

Workplace Substance Use

Users Are Workers

What do you think of this supervisor's comment?

"Most drug addicts and alcoholics are derelicts. They couldn't hold a job."

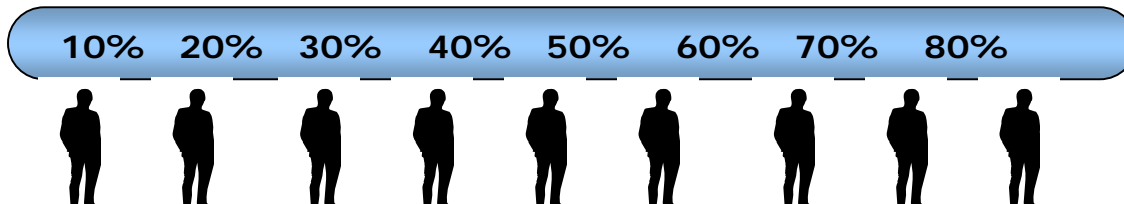
If you think she's right, then here's a surprise: most substance users are not derelicts, they're employees. Government surveys show that 75 percent of current illegal drugs users have full-time or part-time jobs.



Heavy Drinkers Who Work

We said that alcohol is the country's number one drug problem. What percentage of heavy drinkers do you think are employed? *Circle the silhouette below that you think is closest to the correct percentage.* ✓

Percentage of Heavy Drinkers Who Are Employed



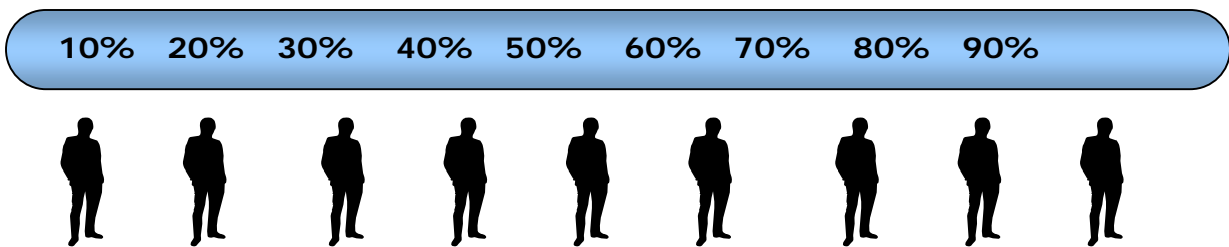
Workers Know About Problems

Workplaces are clearly vulnerable to substance misuse, and evidence shows it occurs more than you might think.

✓ The National Survey on Drug Use and Health defines heavy drinking as having five or more drinks at a one time, at least five times during the past month. And 79% of heavy drinkers are employed.

A survey by the nonprofit Hazelden Foundation asked workers if they knew anyone who had gone to work under the influence of drugs or alcohol. What percentage of workers do you think said, "Yes?" *Circle the silhouette below that you think is closer to the right answer.* ✓

Percentage of Workers Who Know Someone Who Has Gone to Work under the Influence



Substance Use and Job Performance

Substance use drives up accidents, injuries, health problems, absenteeism, tardiness, and turnover. It leads to errors and rework, theft and vandalism. Productivity falls. Quality and service suffer.

This chart shows some productivity measures for drug-using workers compared to non-users. The differences are clear. And companies bear the costs.

Unscheduled absences directly cost companies about \$645 per employee each year. While the average cost of replacing one worker can be over \$7,000.

	<u>User</u>	<u>Non-User</u>
Worked for three or more employers in past year	9%	4%
Took unexcused absence in past month	13%	5%
Voluntarily left an employer in past year	25%	15%
Been fired by an employer in past year	2%	1%

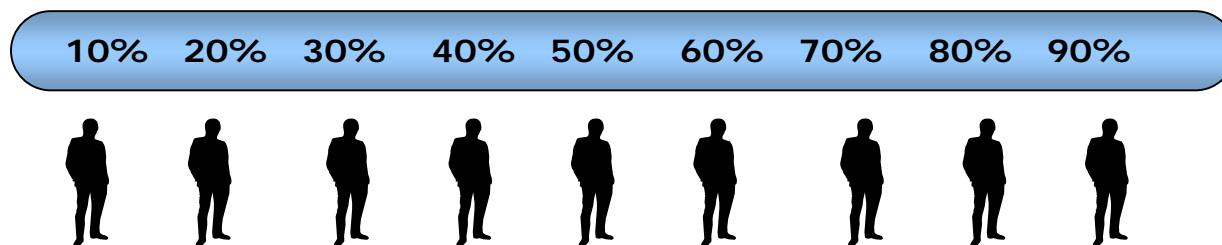
✓ 60% of the adults surveyed knew someone who had gone to work under the influence of drugs or alcohol.

Substance Use and Security

Security is a high priority these days. And the workplace is no exception.

Substance use is a factor in workplace violence, according to the victims of these incidents. What percentage of victims do you think report that the perpetrator was using drugs or alcohol at the time of the attack? *Circle the silhouette that represents your best guess.* ✓

Workplace Violence and Substance Use



More Than Statistics

All of these statistics are disturbing, but they numbers can mask the fact that drugs hurt real people, not so different from you.



No one who starts out “just experimenting” with drugs like marijuana or amphetamines thinks they will become dependent. No one plans to have problems at work or school, or cause an accident.

But it happens.

✓ During the period 1993 to 1998, about one-third (34%) of the victims of workplace violence reported that the person who attacked them was using drugs or alcohol, according to the U.S. Department of Justice.