Alcohol, Tobacco and Other Drugs in the Workplace

The Benefits of a Creating a Healthy Work Environment
Introduction

This presentation includes:

- Harmful affects of alcohol, tobacco and other drug (ATOD) use on the employee and the employer
- Data on ATOD use
- The impact of ATOD use on health care costs and workplace productivity
- Employer benefits of ATOD workplace education, cessation programs/services and policies
- Steps to creating a healthier workplace
What are the harmful affects of ATOD use?

The personal risks of alcohol, tobacco and other drugs
## Personal risks of alcohol, tobacco and other drugs

### Alcohol and Other Drugs
- Alcohol and drugs can damage major organs, increase risk of cancers, and even cause death.
- More than half (57%) of fatal car crashes involve a driver who tested positive for alcohol or drugs.
- Alcohol and drugs can impair judgment – making people more likely to hurt themselves or others, to have trouble with the law, to do poorly at school or work and to have relationship trouble.

### Tobacco
- Cigarette smoking accounts for nearly 1 of every 5 deaths, each year in the U.S.
- Smoking causes an estimated 90% of all lung cancer deaths in men and 80% of all lung cancer deaths in women.

Sources: University of North Carolina, Bowles Center for Alcohol Studies. [http://www.med.unc.edu/alcohol/prevention/effects.html](http://www.med.unc.edu/alcohol/prevention/effects.html)

Source: Centers for Disease Control and Prevention, Smoking and Tobacco Use 2012
Did you know?

Data on alcohol, tobacco and other drug use
Those who **binge drink*** are actually responsible for most of the harm to our community.

1 in 6 adults binge drink nationally.

Binge drinkers do so **about 4 times a month**.

The largest number of drinks per binge is an **average of 8**.

*Binge Drinking= 4 or more drinks per occasion for women and 5 or more drinks per occasion for men.*

Sources: [http://www.cdc.gov/Features/AlcoholicConsumption/](http://www.cdc.gov/Features/AlcoholicConsumption/)
Who Pays for Binge Drinking?

72% Employer
28% Police + Jails + Health Care

Costs due to lost worker productivity account for 72% of the economic harm of alcohol use.

In Eaton County
Alcohol’s Economic Harm Costs:
$79 million

Sources: Http://www.cdc.gov/Features/Alcoholic Consumption/
http://www.cdc.gov/vitalsigns/BingeDrinking/index.html
http://www.michigantrafficcrashfacts.org/
Tobacco use on the rise?

In Eaton County, 30.5% of adults are current smokers according to the 2008-2010 Eaton County Behavioral Risk Factor Survey as compared to only 20.4% in 2006-2007 and 19.8% for state of Michigan in 2009.

Number of Deaths Linked to Tobacco Use (2009)

MDCH, Division for Vital Records and Health Statistics, 2009
Increasingly people are abusing drugs that are not “traditional” – like misusing prescription opiates, amphetamines, synthetic and designer drugs.

In Michigan, data from 1999–2009 indicate that the unintentional drug poisoning death rate for opioid analgesics including oxycodone, hydrocodone, and methadone that are usually prescribed to reduce pain increased by 734.6% during 1999–2009.

Are Illicit Drug Users in the Workforce?

- According to the National Survey on Drug Use and Health, of the 19.9 million current illicit drug users aged 18 or older in 2011, 66% were employed either full or part time.

- Illegal + Misused = Illicit Drug Use

- OVER HALF of the people employed with substance abuse problems were employed full time in 2011.

Source: 2011 National Survey on Drug Use and Health
How does employee ATOD use affect the employer?

The effects of employee alcohol, tobacco and other drug use on the employer.
# How does ATOD affect employer health care costs?

## Alcohol and Other Drugs

- **Greater Healthcare costs:** Employees with alcohol problems are twice as high as those for other employees.

- **Increased Accidents:** People who abuse drugs or alcohol are three and one-half times more likely to be involved in a workplace accident, resulting in increased workers’ compensation and disability claims.

## Tobacco

- **Greater disability costs:** Nonsmoking employees can receive benefits such as workers' compensation based upon their exposure to secondhand smoke in the workplace.

- **Businesses pay an average of $2,189 in workers' compensation costs** for smokers, compared with $176 for nonsmokers.

- **Increased health insurance and life insurance claims:** In the United States, the direct medical costs associated with smoking totaled approximately $75.5 billion (average 1997–2001), according to the CDC.

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**Sources:**
How does alcohol affect workplace productivity?

- **Reduced Productivity:** Employees with light and moderate alcohol use cause 60% of alcohol-related absenteeism, tardiness, and poor work quality. Productivity can be reduced at any level of dependence.

- **Employed relatives pay.** More than half of working family members of alcoholics report that their own ability to function at work and at home was negatively impacted by their family member's drinking.

- **Absenteeism increases.** Alcoholism is estimated to cost 500 million lost workdays annually.


How does employee drug use affect workplace productivity?

- **Reduced productivity and tardiness:** Studies have shown that substance-abusing employees function at about two thirds of their capability and that employees who use drugs are three times more likely to be late for work.

- **Turnover increases:** Individuals who are current illicit drug users are more than twice as likely (12.3 percent) as those who are not (5.1 percent) to have changed employers three or more times in the past year.

How does tobacco use affect workplace productivity?

**RATES OF ABSENTEEISM**

- Research has shown that smokers take almost 8 days more of sick leave compared to employees who do not smoke.

**PRODUCTION TIME**

- Tobacco use leads to a loss of productivity more than alcohol consumption, family emergencies, age or education, according to a national study of American Productivity Audit data of the U.S. workforce.

- Lost productivity costs are about $4,430 per year for current smokers compared to $3,246 per year for former smokers and $2,623 per year for non-smokers.

How Employers Can Help

Education, workplace-based programs and policies
Did you know that...

- Savings to employers from investing in substance abuse treatment can exceed costs by a ratio of 12 to 1.

- Substance abuse treatment improves work performance and productivity while reducing interpersonal conflicts, job turnover, drug- and alcohol-related accidents and insurance costs.

Benefits of Creating a Workplace Substance Abuse Policy

By promoting substance abuse education and access to treatment in the workplace, employers can realize many money-saving benefits:

- Reduced absenteeism and job turnover;
- Improved worker productivity and job performance;
- Reduced healthcare costs; and
- Fewer workplace accidents and disability claims.

Benefits of a Tobacco–Free Worksite Policy

**For Employees**

- A tobacco–free environment helps create a safe, healthful workplace
- Shows the company cares
- Workers who are bothered by tobacco will not be exposed to it at the worksite
- Tobacco users appreciate a clear company policy about smoking or using smokeless tobacco at work.
- Managers are relieved when a process for dealing with tobacco in the workplace is clearly defined

**For Employers**

- Reduced direct health care costs
- Reduced maintenance costs
- It may be possible to negotiate lower health, life, and disability coverage because employee tobacco use is reduced
- Increased productivity

Employer Steps to Reducing Tobacco Use

Your company can help lower the number of tobacco deaths and save lives from cancer by:

- Promoting the importance of quitting and avoiding tobacco products.
- Establishing workplace–based tobacco cessation programs/services.
  - Offer programs and services that will educate employees about the steps they can take to quit using tobacco.
- Adopting a long-term plan to implement a smoke-free workplace policy.
  - Research shows that when employers implement a smoke-free policy, smokers are more likely to quit smoking, which can help them stay well.

Initiate an **Employee Assistance Program** that includes confidential substance abuse screening, education, treatment referral, and recovery support.

Develop a policy for dealing with substance abuse in the workplace: at a minimum, provide training for supervisors in recognizing and dealing with drug or alcohol problems and support treatment for and recovery from substance use disorders.

Offer employees health insurance that provides comprehensive benefits for substance abuse treatment, including a broad range of service options, such as therapy, medications, and recovery support.

Be sure that health plans require their physicians to screen patients confidentially for substance use problems.
Support for you to get started

- **Substance Free Workplace Toolkits:**
  - SAMHSA’s Making Your Workplace Drug–Free: A Kit for Employers
  - An Employer’s Guide to Workplace Substance Abuse: Strategies and Treatment Recommendations

- **Tobacco–Free Workplace Tool Kits:**
  - Implementing a Tobacco–Free Campus Initiative in Your Workplace
  - The American Cancer Society– Tobacco–Free Workplace Tool Kit

- Contact an ECSAAG representative to help you get started with your ATOD workplace policies: Sara Lurie, 517–541–8711 or slurie@eatonresa.org
- For more information on tobacco–free workplace policies contact Tamah Gustafson, 517–541–2624 or tgustafson@bedhd.org