



COVID's Impact on Substance Abuse and Tips for Employers

July 22, 2020



Vensure Employer Services and our PEO Partners



Agenda

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- 2 Substance Abuse Issues Because of COVID-19
- 3 Legal Drugs and the Workplace
- 4 Tips for Employers
- 5 Q&A

Instructions for Submitting Questions with GoToWebinar



- When you launched GoToWebinar, a control panel and a screen share window opened up



- In the control panel, there is a dropdown section entitled, “Questions”



- Open up that section and type your question into the dialog box and hit enter. **If you are a client, please put “CLIENT” in your question**



- Please note that you will not see the questions or comments of others



- We will try to answer all the questions within the allotted time; however, if you did not get your question answered or if you come up with a question after the webinar ended, please contact webinarHRhelp@Vensure.com

Our Panelist



Robin Paggi
Training and Development Specialist

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Substance Abuse Issues Before COVID-19

Substance Abuse Issues Before COVID-19

The National Survey on Drug Use and Health:

In 2018, 20.3 million Americans aged 12 years and older met the criteria for dependence or abuse for alcohol or illicit drugs.

- 14.8 million alcohol
- 8.1 million at least one illicit drug
- 4.4 million marijuana
- 2 million opioids
- 1.7 pain relievers
- 1.1 million methamphetamines
- 977,000 cocaine
- 751,000 tranquilizers or sedatives
- 561,000 stimulants
- 526,000 heroin

2

Substance Abuse Issues Because of COVID-19

Substance Abuse Issues Because of COVID-19

Addiction Center

- Addicts are relapsing due to routine disruption

National Institute on Drug Abuse

- COVID-19 especially dangerous to people who smoke or vape tobacco or marijuana, or use opioids and methamphetamines

Newsweek

- First week of stay-at-home orders resulted in 55% increased alcohol sales

3

Legal Drugs and the Workplace

Legal Drugs and the Workplace

- Medical and recreational marijuana legal in many states
- AdAge: Gen Z prefers marijuana
- Employers still have the right to a drug-free workplace
- Federal contractors must have a drug-free workplace

4

Tips for Employers



Tips for Employers

Implement a Drug/Alcohol-Free Policy

- Define terms
- Articulate drug testing policies and procedures (including penalties for failing a drug test)
- Include in recruiting and new-hire materials to ensure notice to the individual

Tips for Employers

Test

- Pre-employment
- Random
- Reasonable suspicion
- Post-accident

Tips for Employers

Talk to employees who you suspect have a substance abuse problem

- Identify deteriorating work performance
- Document performance problems
- Consult and prepare with appropriate stakeholders
- Approach the employee
- Refer the employee to an appropriate treatment
- Continue to monitor performance

Tips for Employers

Other Considerations

- Discrimination
- Accommodation

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Q&A



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**Thank You for
Your Time**

