

The Partnership for a Drug-Free New Jersey Drug-Free Workplace Study

December 2011



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I. BACKGROUND AND METHODOLOGY

Fairleigh Dickinson University's PublicMind conducted a telephone-based survey of 301 randomly selected employers in New Jersey, including an oversampling of businesses with over 100 employees. The investigation was conducted from December 13th to December 23rd, 2011 with a Human Resources Manager/Director/VP knowledgeable about the firm's HR decisions. Interviewers asked about a variety of topics related to the employer's drug testing regimes and policies.

The study is a follow up to one conducted in 2008. While some questions have been added, modified or deleted all together, we compare the results of this survey with those of 2008, as appropriate.

The sampling error for 301 employers in New Jersey, given the population of employers in the state is approximately +/- 5 percentage points at the 95% confidence level. Survey results are also subject to non-sampling error. This kind of error, which cannot be measured, arises from a number of factors including, but not limited to, non-response (eligible individuals refusing to be interviewed), question wording, the order in which questions are asked, and variations among interviewers. All PublicMind interviews are conducted by OpinionAmerica Group, of Cedar Knowles, NJ (formerly TMR). Professionally trained interviewers use a CATI (Computer Assisted Telephone Interviewing) system. Random selection is achieved through computerized random sampling, with numbers drawn from a complete listing of employers in the state. This technique gives every employer an equal chance of being selected. Due to oversampling large businesses and their relatively small number in the state, employers with more than 100 employees were proportionally more likely to be contacted than smaller employers.

II. Executive Summary

Fairleigh Dickinson University's PublicMind conducted a telephone poll of 301 randomly selected employers in New Jersey, including an oversampling of businesses with over 100 employees. The survey was conducted from December 13th to December 23rd, 2011 with a Human Resources Manager/Director/VP knowledgeable about the firm's HR decisions. The survey asked about a variety of topics related to employer's drug testing regimes and policies.

Company Health Concerns – Of the options provided, the biggest concern for all sized companies is once again worker safety, with more than 8 in 10 (85%) saying they are “very concerned”. No differences on this question are found by company size. Worker safety was also the top concern in 2008 and this year's result is virtually unchanged from the 2008 result (82%). Concerns about illegal drug abuse (66%), alcohol abuse (59%), and OTC drug abuse (53%) follow. The smallest companies, those with 10-29 employees, are more likely (18%) than all others to say they are “not at all concerned” about alcohol abuse. In 2008, drug and alcohol abuse was asked as a single, combined question, and 2 out of 3 companies (70%) said they were “very concerned”. Trailing the listed concerns by a wide margin are concerns about the physical fitness and diet of workers (25%). The smallest companies (14%) are more likely than large companies to be “not at all concerned” with physical fitness and diet.

Most companies (70%) across all size categories believe alcohol abuse is a “very serious” or “somewhat serious” problem for most New Jersey companies. Similarly, most believe New Jersey companies face serious problems with illegal drug abuse (65%) and OTC drug abuse (65%). Similar to what was found in the 2008 study, however, is that most do not believe these issues exist at their own company. Only 1 in 4 (22%) say alcohol abuse is a “very” or “somewhat” serious problem among their employees. About 1 in 6 (17%) say illegal drug abuse is a “very” or “somewhat” serious problem among their employees, and only 16% believe OTC drug abuse is a problem where they work.

Workplace Policy- Overall, nearly 8 in 10 New Jersey companies (78%) have a written drug-free policy in place. There is a linear relationship between company size and the likelihood of having such a policy. Only 66% of companies with 10-29 employees have a written policy, compared with 77% of those with 30-149 employees, and 99% of those with 150 or more employees. This is similar to the 2008 results. As in 2008, employers continue to adopt these policies to reduce accidents (36%) or when required by law (31%). Few cite having written policies at the suggestion of their insurance carrier (13%) or over concerns that a drug-user may seek employment with their company (11%), although small companies (21%) are significantly more likely than large companies (6%) to say they have a written policy due to the suggestion of their insurance carrier.

Written drug-free policies tend to focus on abuse on the job. Approximately 9 in 10 (91%) say their policies cover alcohol abuse on the job: 91% also say their policy covers illegal drug abuse on the job. Both figures are similar to the 2008 results. About 8 in 10 (79%) say their policy covers OTC and prescription drug abuse on the job. This is significantly higher than the 59% whose policies covered OTC drug abuse in the previous study. Far fewer say their policies cover such abuses off the job. Only 4 in 10 (44%) say their drug-free policy covers illegal drug abuse off the job, while only 3 in 10 cover either OTC drug abuse off the job (31%) or alcohol abuse off the job (29%).

Half (50%) say it took less than 3 months to initiate their drug-free policy once they decided to implement one. Smaller (53%) and medium sized companies (60%) are more likely than larger ones (35%) to implement their policy in under 3 months. Larger companies (49%) are more likely than the others to be unsure how long it took. Just over half (57%) say they review and update their policy every year. Another 14% do so every other year. No significant differences are found by company size. HR reps (87%), supervisors (67%) and legal counsel (62%) are most often involved in updating the policy. Of the three, only legal counsel is statistically different from the 2008 results (80%). Larger companies (71%) are more likely than the others to have legal and/or supervisors review their policies.

About half (49%) of all companies say they offer an Employee Assistance Program (EAP). Large companies (68%) are more likely than small (32%) or medium (46%) size companies to offer an EAP. A similar percent (49%) offer written materials to employees, as offer manager training programs (47%). Large companies (58%) are the most likely to offer the manager training. Fewer (23%) offer employee education workshops or parent training for employees to help their children avoid drug and alcohol abuse (14%).

Companies believe these programs have a positive impact on their employees and on their business itself. Nearly 6 in 10 (58%) say their programs have been “very effective” in reducing employee accidents. About half (46%) say they have been “very effective” in reducing the number of workers compensation claims. And 41% believe it has been “very effective” in reducing absenteeism.

The most commonly cited reason for not offering substance abuse counseling, educational programs, and manager training programs is simply that it is “it is not a problem” at their company. Insufficient staff, and to a lesser extent, cost also play a role in not having these programs. These are all consistent with the 2008 results. Companies without such programs appear unlikely to implement programs in the near term. Only 1 in 5 (20%) are “very interested” or “somewhat interested” in developing parent training in the upcoming year, 1 in 4 (27%) say they are interested in developing an employee assistance program (EAP), 1 in 3 (30%) are interested in developing a substance abuse prevention workshop, and only 2 in 5 (39%) are interested in developing manager or supervisor training in the upcoming 12 months. In fact, simply creating written educational materials was of interest to less than half (47%) of those companies not currently offering them.

Companies that do not have a drug-free work policy would be most interested in creating one in exchange for discounted worker compensation premiums (59%), receiving discounts on their corporate income tax (56%), or gaining employer liability protection (54%). These results are similar to those in the 2008 study.

Employee Drug and Alcohol Testing- Half (53%) of companies conduct some pre-employment drug and alcohol screening. One in 3 (34%) test for all positions of employment, while 1 in 5 (19%) only test for selected positions. Large companies (76%) are more likely than either small (36%) or medium (53%) sized companies to conduct any pre-employment testing.

Likewise, less than half (42%) test existing employees, unchanged from 2008. Of the employers who do test, most test when a supervisor suspects an employee of being under the influence of drugs or alcohol (78%) or after a job-related accident (79%). This latter figure is significantly higher than 2008 (58%).

If an employee fails a drug or alcohol test, most companies issue a written or verbal reprimand (58%) or refer the employee to EAP counseling (57%). Both of these figures are significantly higher than in 2008 (10% and 20%, respectively). An equal number say they suspend the employee (51%), or immediately dismiss or fire them (50%). Again, these figures are higher than in the previous study.

Most companies (69%) that do not test their employees at all explain their reluctance by saying that drug and alcohol abuse is not a problem among their employees. This is more than double the number citing the next two reasons, cost (30%) or having insufficient staff (26%). These results are consistent with why companies do not conduct pre-employment testing, and are consistent with the 2008 findings.

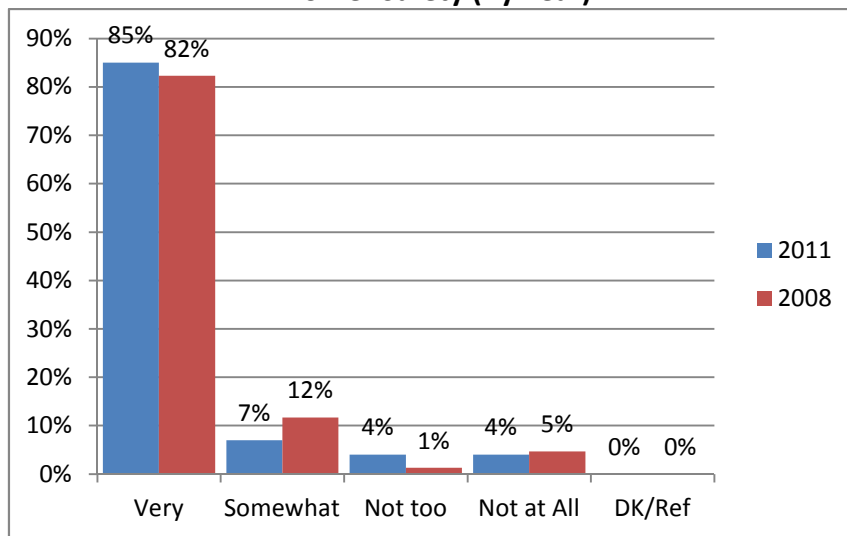
This year two questions were asked about the new medical marijuana laws. Most (60%) say they are “not very” knowledgeable of the impact this law will have on their workplace. No differences are found by company sizes. The study finds that an equal number of companies “support” the new laws (38%) as are “not sure” (38%). Fewer (22%) oppose it. Once again, no differences are found across company size.

III a. Detailed Results – Company Health Concerns

All were asked how concerned they are regarding a number of issues affecting the health and well-being of workers.

Concerns for Worker Safety – More than 9 in 10 (92%) of the NJ companies surveyed are either “Very Concerned” (85%) or “Somewhat Concerned” (7%) about worker safety. No significant differences exist across company size. Results from the 2011 survey are similar to those from 2008 (See Tables 1 & 2).

**Table 1
Worker Safety (By Year)**



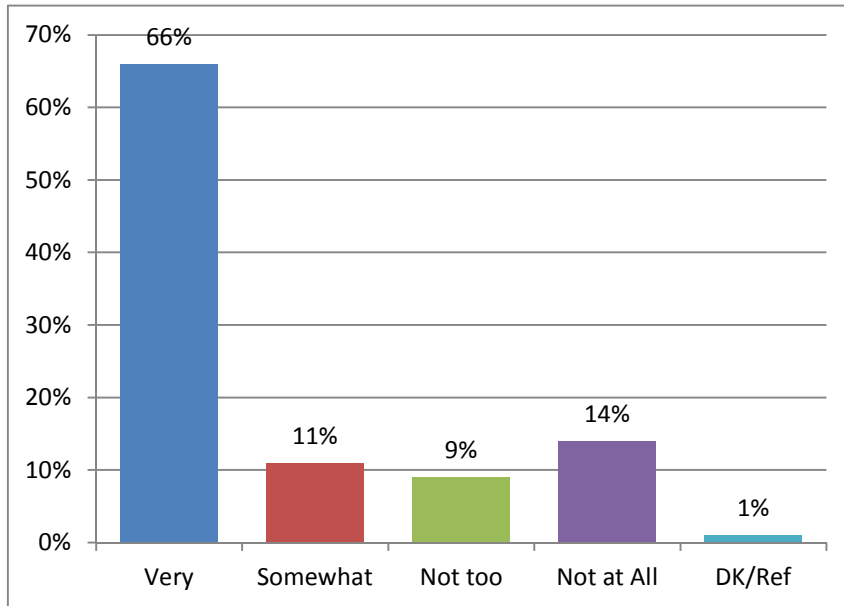
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**Table 2
Worker Safety (By Company Size & Year)**

	2011			2008		
	Small	Med	Large	Small	Med	Large
Very	82%	86%	90%	77%	83%	93%
Somewhat	8%	8%	5%	14%	13%	5%
Not Too	4%	4%	3%	2%	1%	0%
Not at All	6%	2%	3%	7%	3%	2%
DK/Ref.	0%	0%	0%	0%	0%	0%

Concerns of Illegal Drug Usage – About 3 in 4 (77%) say they are concerned with the use of illegal drugs. No significant differences exist across company size. Results from the 2011 survey cannot be compared with those from 2008 due to a change in the question wording (See Tables 3 & 4).

Table 3
Use of Illegal Drugs (2011 Total)



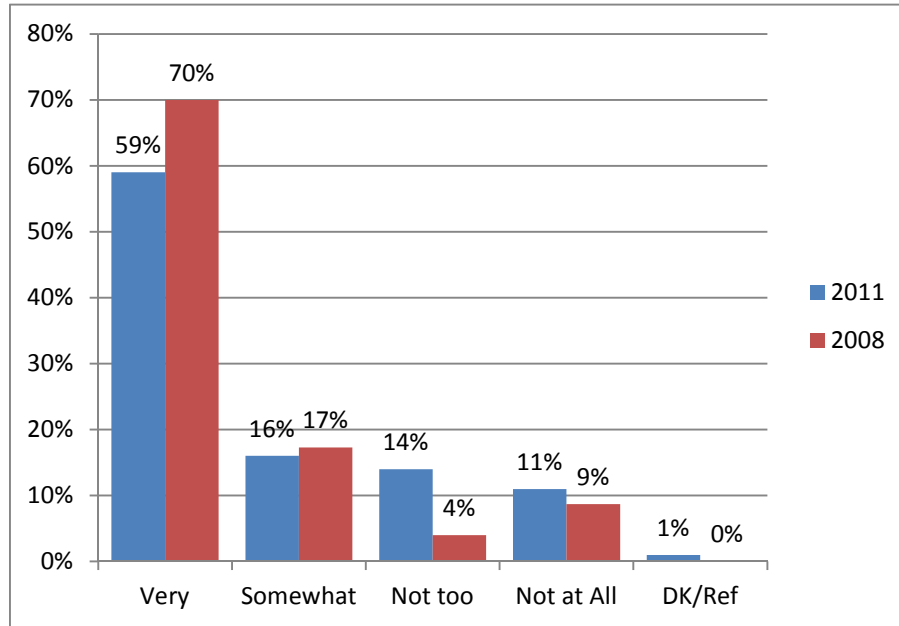
N=301

Table 4
Use of Illegal Drugs (By Company Size)

	2011		
	Small	Med	Large
Very	64%	68%	65%
Somewhat	10%	9%	14%
Not Too	6%	11%	9%
Not at All	18%	11%	12%
DK/Ref.	2%	1%	0%

Concerns of Alcohol Abuse – Only 6 in 10 (59%) say they are concerned with the alcohol abuse. This is down significantly from 70% in 2008. Small companies (18%) are more likely than medium (6%) or large (5%) companies to say they are ‘Not at All Concerned’ (See Tables 5 & 6).

**Table 5
Alcohol Abuse (2011 Total)**



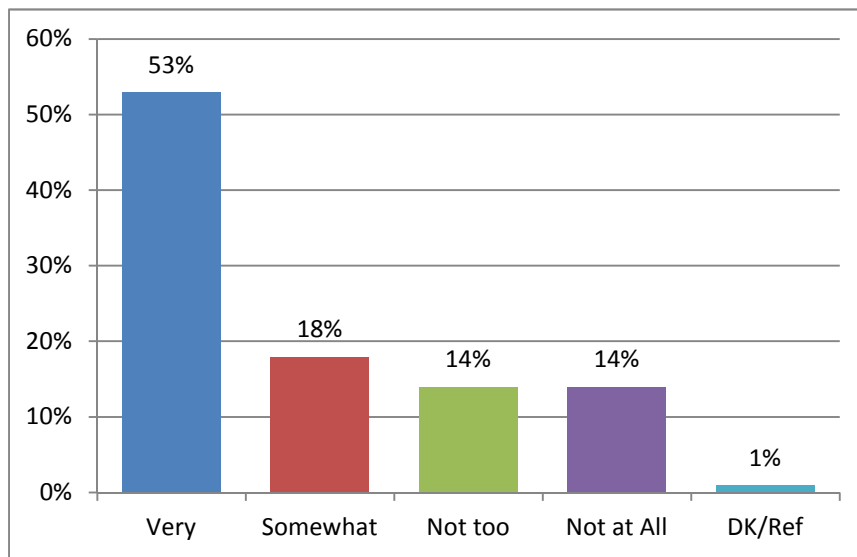
N=301

**Table 6
Alcohol Abuse (By Company Size)**

	2011		
	Small	Med	Large
Very	59%	61%	56%
Somewhat	13%	14%	23%
Not Too	8%	19%	15%
Not at All	18%	6%	5%
DK/Ref.	2%	0%	0%

Concerns of Prescription/OTC Drug Abuse – Half (53%) of all NJ companies say they are concerned with the abuse of prescription or Over the Counter (OTC) drugs. Large companies (23%) are more likely than small ones (7%) to be “Not Too Concerned” with the problem, while small companies (19%) are more likely than large ones (7%) to be “Not at All Concerned” This question was not asked in 2008, and therefore no comparison is possible (See Tables 7 & 8).

**Table 7
OTC Drug Abuse (2011 Total)**



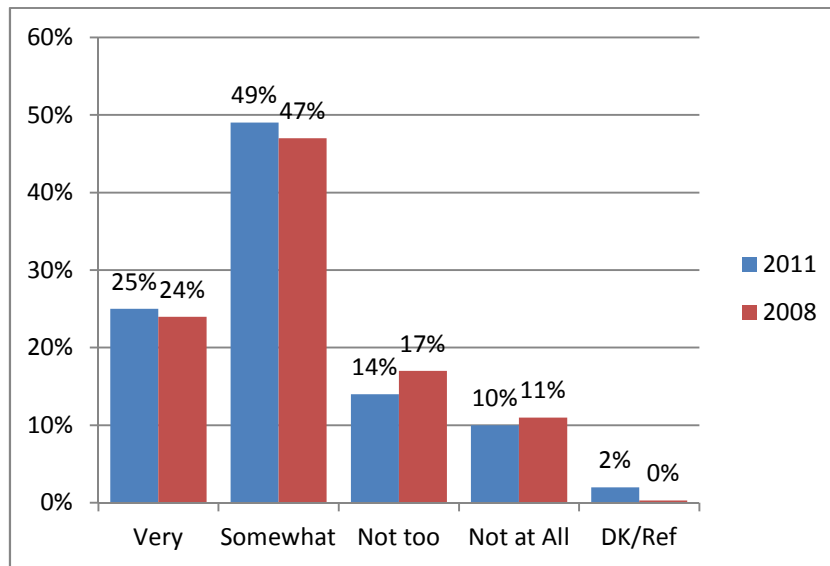
N=301

**Table 8
OTC Drug Abuse (By Company Size)**

	2011		
	Small	Med	Large
Very	55%	58%	45%
Somewhat	18%	15%	23%
Not Too	7%	14%	23%
Not at All	19%	12%	9%
DK/Ref.	1%	2%	0%

Concerns of Physical Fitness & Diet of Workers – One in 4 (25%) NJ companies say they are concerned about the physical fitness and diet of workers. These results are virtually unchanged from those in 2008. No significant differences exist across company size. Medium sized companies are more likely (19%) than large companies (9%) to say they are “Not Too Concerned”. Small companies (14%) are more likely than large ones (5%) to be “Not at All Concerned” with physical fitness and workers diets (See Tables 9 & 10).

**Table 9
Workers Fitness & Diet (By Year)**



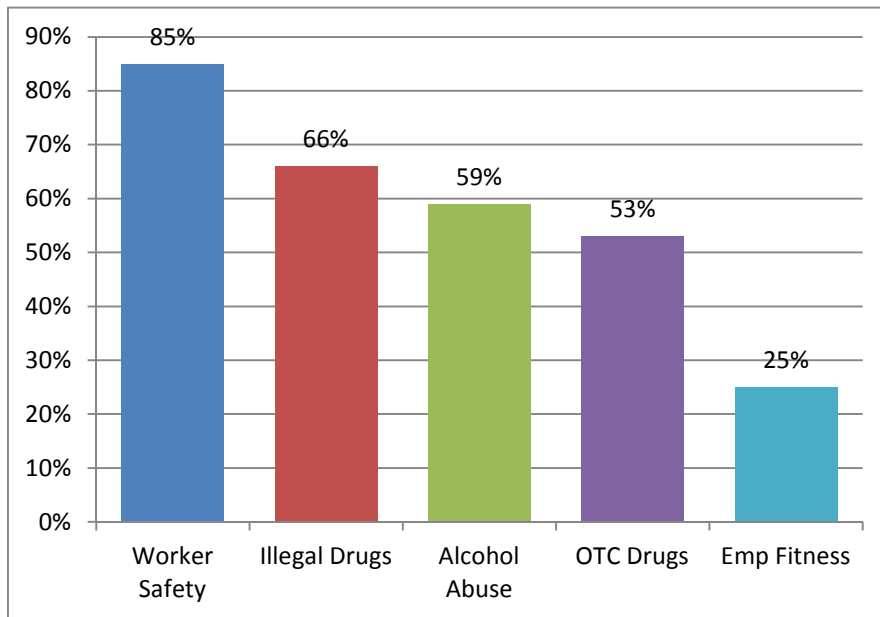
N=301

**Table 10
Workers Fitness & Diet (By Company Size & By Year)**

	2011			2008		
	Small	Med	Large	Small	Med	Large
Very	19%	28%	31%	18%	25%	32%
Somewhat	53%	40%	55%	51%	45%	45%
Not Too	13%	19%	9%	16%	17%	21%
Not at All	14%	9%	5%	14%	13%	2%
DK/Ref.	1%	4%	0%	1%	0%	0%

Concerns Summary – NJ companies are more concerned with worker safety (85%) than any other factor tested. More than half are concerned with the abuse of illegal drugs (66%), alcohol abuse (59%) or OTC drugs (53%). With only 25% voicing a concern, the physical fitness and diet of workers lags all others (See Table 11).

Table 11
2011 Concerns - Summary

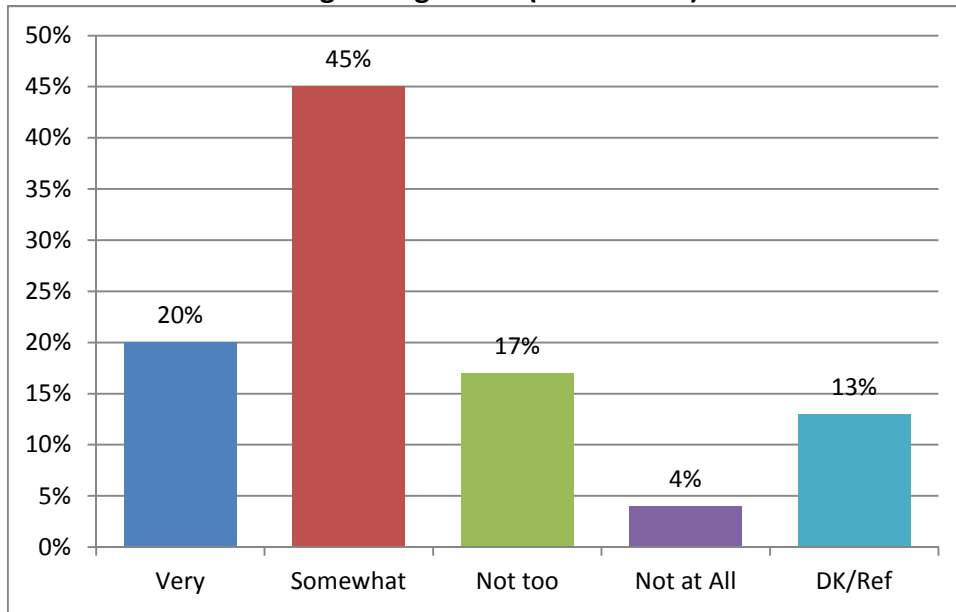


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Participants were then asked questions regarding how serious an issue they believed illegal drugs, OTC drugs and alcohol are for most New Jersey companies, followed by how serious an issue these are for their particular company.

Illegal Drug Abuse - Most NJ Companies – About 2 in 3 (65%) companies say drug abuse is a “Very Serious” (20%) or “Somewhat Serious” (45%) problem for most NJ companies. This is statistically unchanged from the 58% who said drug and alcohol abuse was a problem in 2008 (Note the difference in question wording). No significant differences exist across company size in 2011 (See Tables 12 & 13).

**Table 12
Illegal Drug Abuse (2011 Totals)**



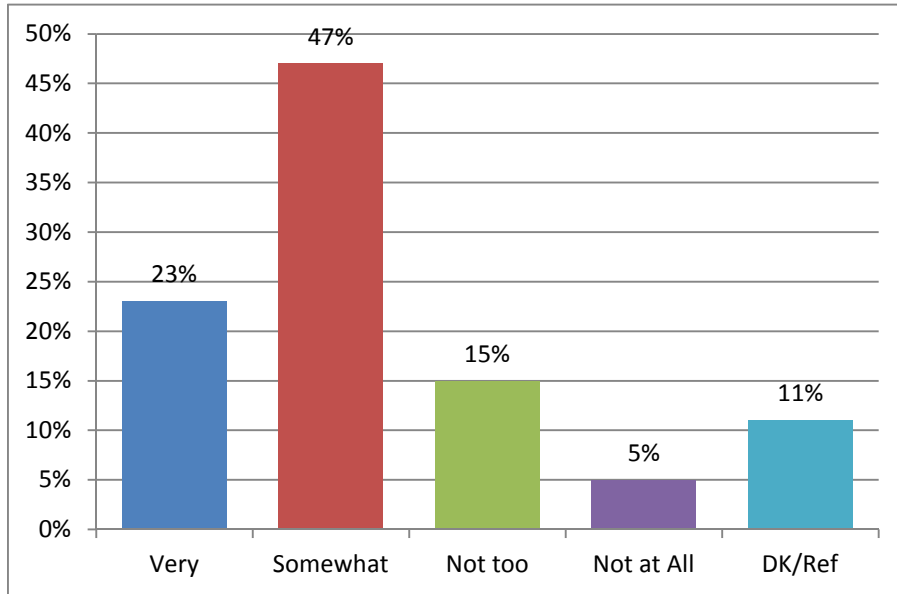
n=301

**Table 13
Illegal Drug Abuse (By Company Size & Year)**

	2011		
	Small	Med	Large
Very	20%	20%	21%
Somewhat	47%	45%	41%
Not Too	16%	18%	18%
Not at All	4%	5%	4%
DK/Ref.	12%	12%	17%

Alcohol Abuse - Most NJ Companies – Seven in 10 (70%) companies surveyed believe alcohol abuse is a problem (23% “Very”; 47% “Somewhat”) for other NJ companies. No significant differences exist across the three company sizes. Due to question wording, no comparison could be made to 2008 (See Tables 14 & 15).

**Table 14
Alcohol Abuse (2011 Totals)**



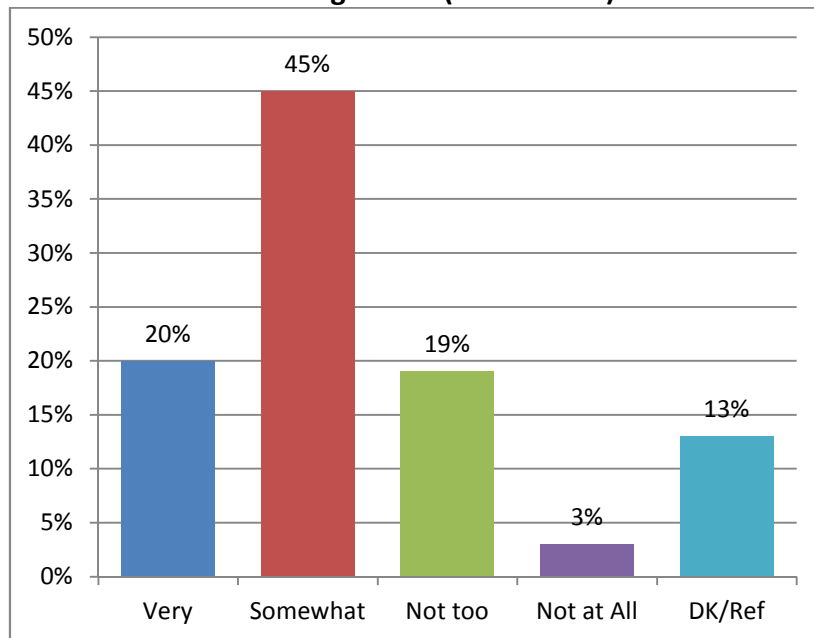
N=301

**Table 15
Alcohol Abuse (2011 By Company Size)**

	2011		
	Small	Med	Large
Very	24%	21%	23%
Somewhat	45%	50%	44%
Not Too	18%	13%	14%
Not at All	5%	4%	5%
DK/Ref.	8%	12%	14%

OTC Drug Abuse – Most NJ Companies – Nearly 2 in 3 (65%) say over the counter and prescription drug abuse is a serious problem for most New Jersey companies. Company size plays no role on responses. More than 1 in 6 (17%) of those from large companies, 11% of small companies, and 13% of medium companies are not sure if it's a serious issue (See Tables 16 & 17).

Table 16
OTC Drug Abuse (2011 Totals)



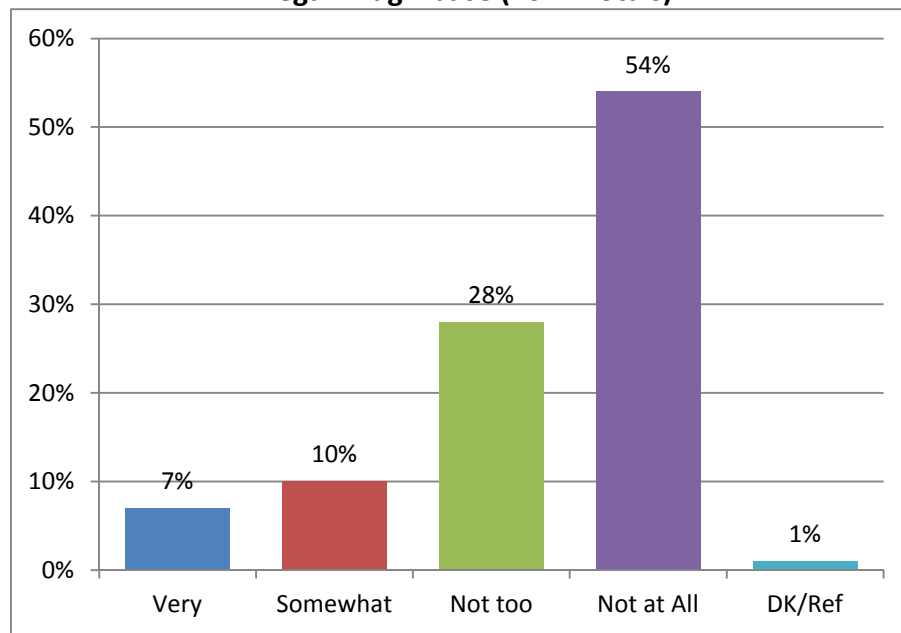
N=301

Table 17
OTC Drug Abuse (2011 By Company Size)

	2011		
	Small	Med	Large
Very	20%	23%	17%
Somewhat	50%	42%	41%
Not Too	17%	17%	24%
Not at All	3%	6%	1%
DK/Ref.	11%	13%	17%

Illegal Drug Abuse – My Company – More than half (54%) say illegal drug abuse is not an issue at their company. Another quarter (28%) believe it is “Not Too Much” of a problem. Only 17% say it is a “Very” or “Somewhat” serious issue for them. Large companies are more likely (50%) to say it is “Not Too Much” of a problem than the others, while small companies (72%) are more likely to say the problem is “Not at All Serious” (See Tables 18 & 19).

Table 18
Illegal Drug Abuse (2011 Totals)



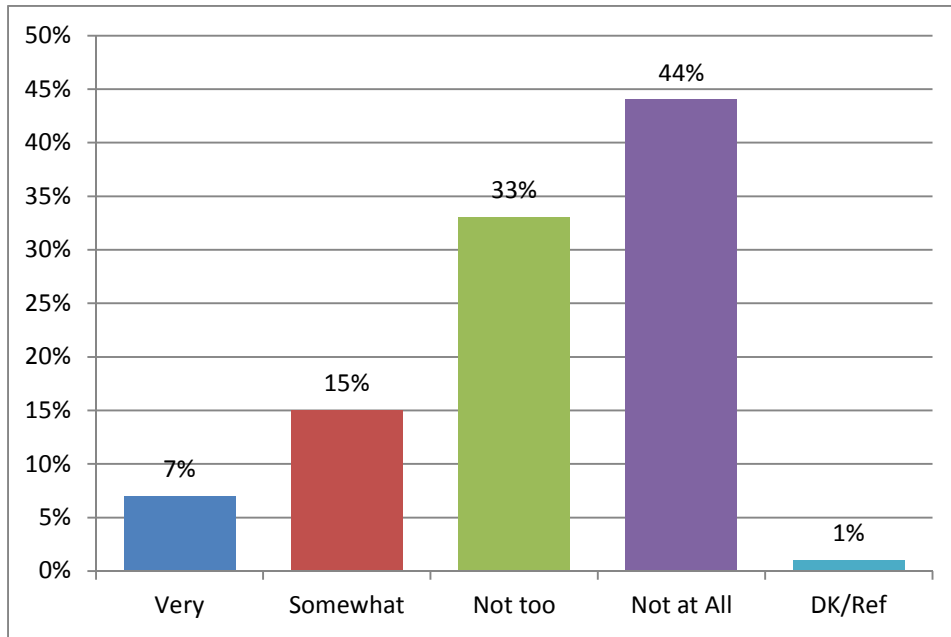
n=301

Table 19
Illegal Drug Abuse (2011 By Company Size)

	2011		
	Small	Med	Large
Very	4%	10%	8%
Somewhat	8%	9%	14%
Not Too	16%	25%	50%
Not at All	72%	55%	26%
DK/Ref.	0%	1%	3%

Alcohol Abuse – My Company – Fewer than 1 in 4 (22%) believe alcohol abuse is a “Very Serious” (7%) or “Somewhat Serious” (15%) issue at their company. Many (44%) believe alcohol abuse does not exist at all at their firm. Once again, large and small companies flip in their belief of it being “Not Too Serious” and “Not at All Serious” (See Tables 20 & 21).

**Table 20
Alcohol Abuse (2011 Totals)**



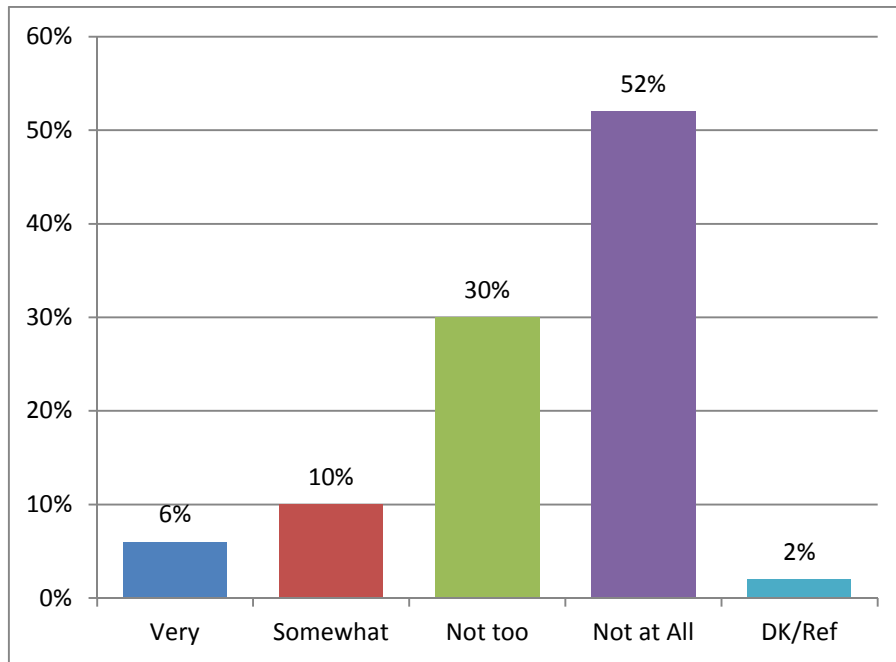
N=301

**Table 21
Alcohol Abuse (2011 By Company Size)**

	2011		
	Small	Med	Large
Very	4%	10%	9%
Somewhat	12%	12%	22%
Not Too	29%	28%	46%
Not at All	55%	50%	21%
DK/Ref.	0%	1%	3%

OTC Drug Abuse – My Company – More than 8 in 10 (82%) believe prescription and OTC drug abuse is not a problem at their company. Only 16% believe the problem exists. Large companies (51%) are more likely than either small (18%) or medium (26%) to believe OTC drug abuse is “Not Too Serious” a problem, while the small (68%) and medium (54%) are more likely to say “Not at All Serious” than the large companies (26%) (See Tables 22 & 23).

Table 22
OTC Drug Abuse (2011 Totals)



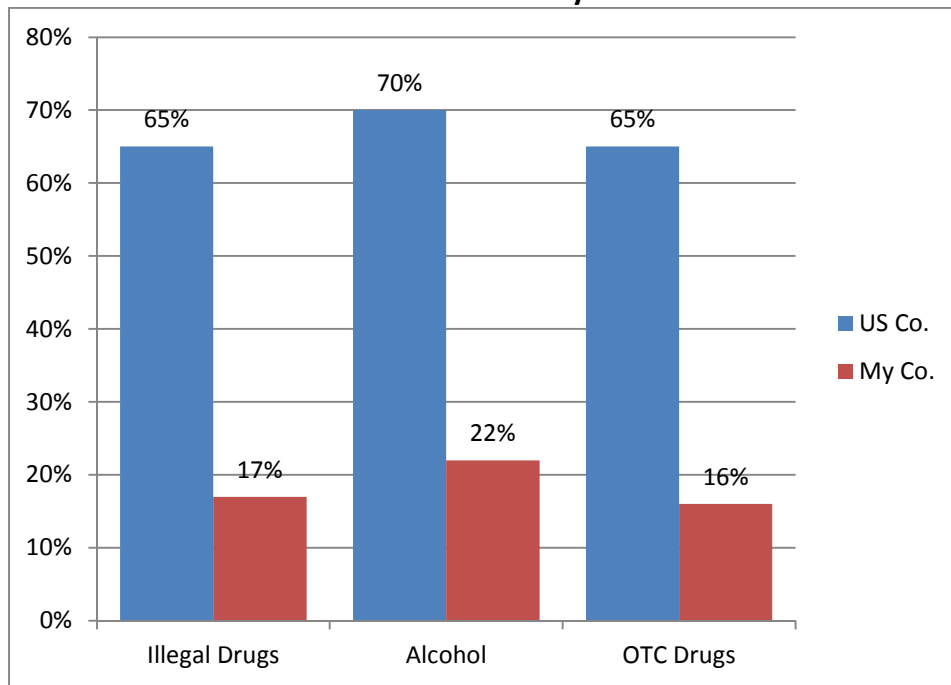
N=301

Table 23
OTC Drug Abuse (2011 By Company Size)

	2011		
	Small	Med	Large
Very	4%	9%	4%
Somewhat	9%	7%	17%
Not Too	18%	26%	51%
Not at All	68%	54%	26%
DK/Ref.	0%	4%	3%

Seriousness of Issues Summary – There are significant differences across each item measured on the perception of how serious each issue is for most NJ companies and how serious an issue it is for the individual participant's company. For each, there is a belief that the issue exists, just not at their company. These findings are similar to those from 2008 (See Table 24).

**Table 24
2011 Summary**

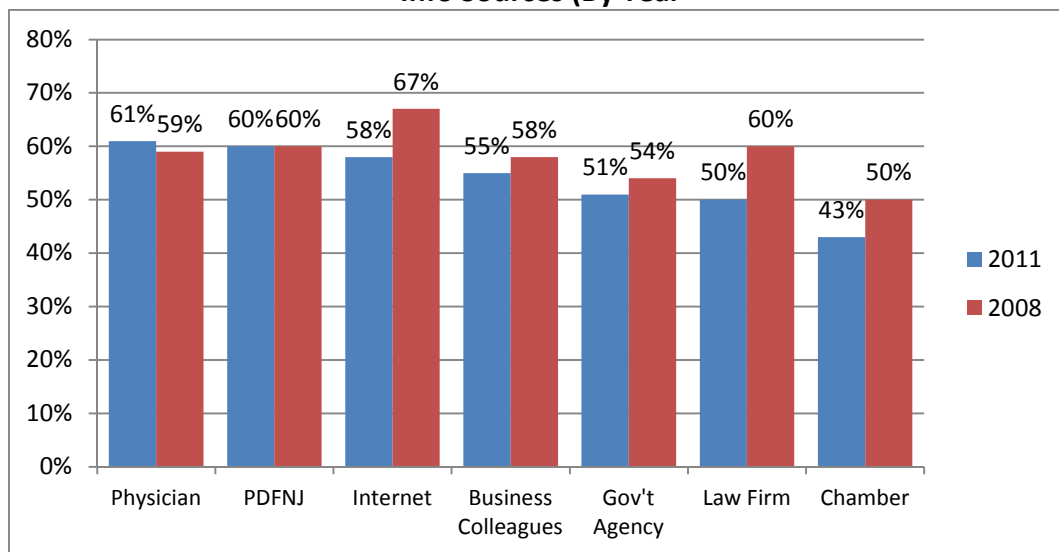


n=301

III b. Detailed Results – Workplace Policy

Information Sources– In 2011 6 in 10 said they have or would use a physician or health clinic (61%) or the PDFNJ (60%) as information sources when establishing a drug-free program. These figures are unchanged from 2008. Those in the 2008 study were more likely (67%) to use the internet than those in 2011 (58%). Likewise, those in 2008 were more likely to use law firms (60%) than those this year (50%). Large companies are more likely to use Physicians (72%) or Government Agencies (60%) than the others, and less likely to use professional organizations such as a Chamber of Commerce (32%) (See Tables 25 & 26).

**Table 25
Info Sources (By Year)**



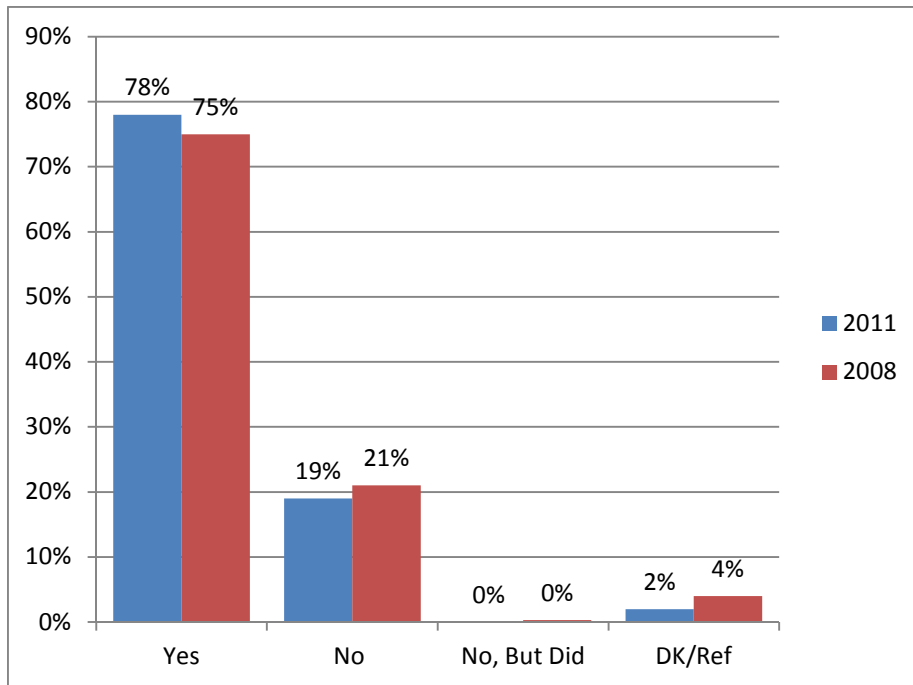
N=301

**Table 26
Info Sources (By Company Size & By Year)**

	2011			2008		
	Small	Med	Large	Small	Med	Large
Chamber	47%	47%	32%	49%	50%	50%
Physician	55%	59%	72%	58%	59%	63%
Gov't Agency	51%	46%	60%	47%	54%	71%
Law Firm	45%	55%	53%	44%	66%	82%
PDFNJ	61%	56%	65%	64%	58%	59%
Internet	54%	66%	54%	66%	72%	59%
Business Colleagues	55%	58%	50%	56%	62%	55%

Written Drug-Free Policy– Most (78%) companies have a written drug-free policy in 2011, similar to that in 2008 (75%). Virtually all (99%) large companies have one, compared with only 66% of small and 77% of medium. The studies indicate companies with written drug-free policies keep them in place, as only 1 company in either study said they had rescinded such a policy (See Tables 27 & 28).

**Table 27
Written Policy (By Year)**



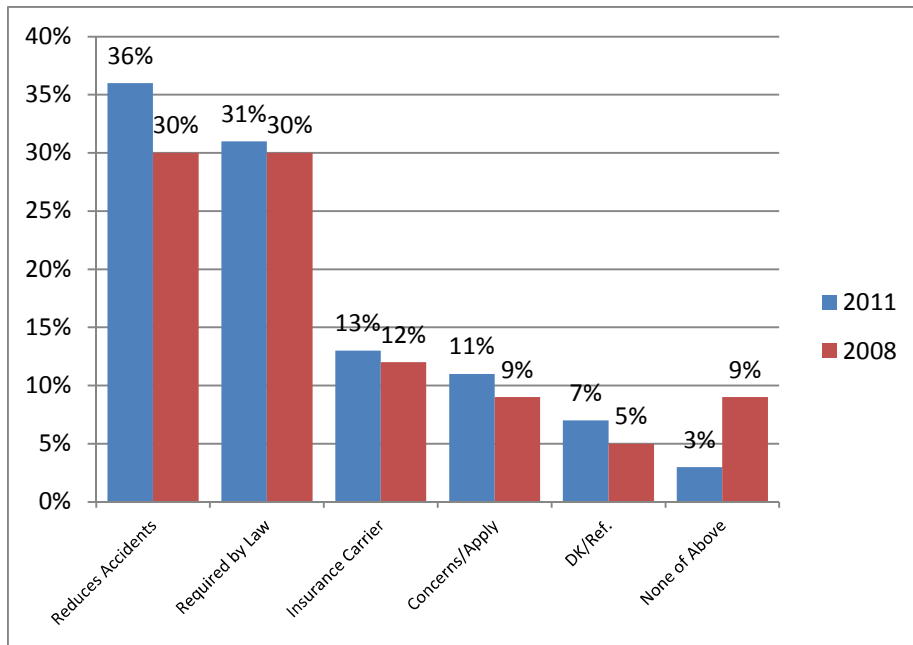
N=301

**Table 28
Written Policy (By Company Size & By Year)**

	2011			2008		
	Small	Med	Large	Small	Med	Large
Yes	66%	77%	99%	60%	81%	93%
No	32%	18%	1%	34%	15%	4%
No, But Did	0%	0%	0%	0%	1%	0%
Gov't Agency	2%	5%	0%	6%	3%	4%

Influential Factors to Implementing a Drug-Free Policy– Companies who have implemented a drug-free workplace policy tend to do so either because they believe it will reduce workplace accidents (36%) or because it is required by law (31%). Both figures are statistically unchanged from 2008. . Small companies are less likely (21%) to say they have one because it is required by law (See Tables 29 & 30).

**Table 29
Influencers (By Year)**



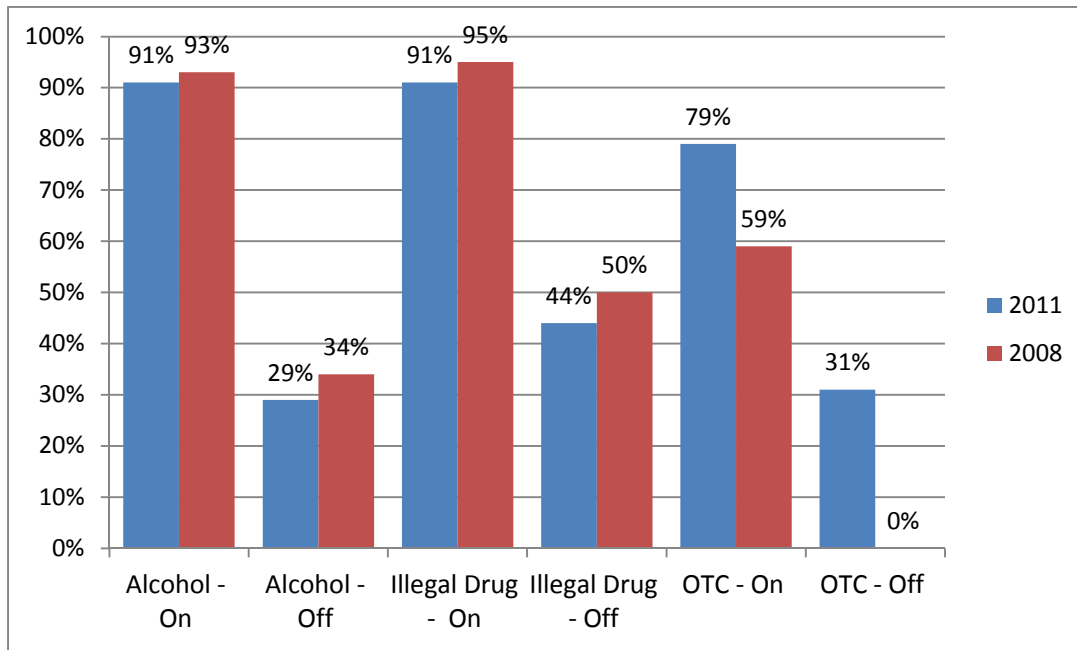
N=236

**Table 30
Influencers (By Company Size & By Year)**

	2011			2008		
	Small	Med	Large	Small	Med	Large
Insurance Carrier	21%	11%	6%	16%	10%	10%
Evidence/Reduces Accidents	36%	29%	43%	25%	33%	29%
Concerns/Apply	9%	15%	8%	7%	10%	8%
Required by Law	21%	36%	34%	34%	25%	35%
None of Above	1%	5%	3%	9%	7%	10%
DK/Ref.	11%	5%	6%	1%	6%	10%

Drug-Free Policy Covers– Written policies predominantly cover on the job abuses. Alcohol abuse (91%) and illegal drug abuse (91%) continue as the most covered items, unchanged from 2008. Covering prescription and OTC drugs has increased significantly from 59% in 2008 to 79% in this current study. No differences exist across company size (See Tables 31 & 32).

**Table 31
Policy Covers (By Year)**



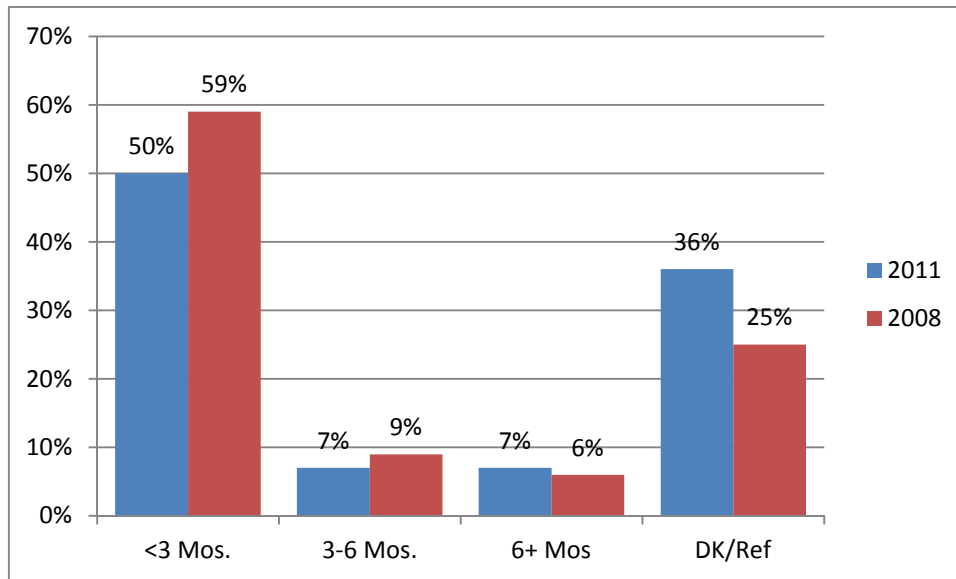
N=236

**Table 32
Policy Covers (By Company Size & By Year)**

	2011			2008		
	Small	Med	Large	Small	Med	Large
Alcohol Abuse On Job	93%	87%	92%	90%	94%	96%
Alcohol Abuse Off Job	31%	30%	27%	28%	34%	40%
Illegal Drug Abuse On Job	91%	90%	91%	92%	96%	98%
Illegal Drug Abuse Off Job	43%	44%	47%	43%	55%	50%
OTC Abuse On Job	75%	81%	82%	62%	59%	56%
OTC Abuse Off Job	32%	30%	32%	n/a	n/a	n/a

Time to Initiate the Drug-Free Policy– Half (50%) of the New Jersey companies surveyed say it took less than 3 months to initiate their drug-free policy once they decided to do it. This is down from 59% reporting the same in 2008. Large companies are less likely (35%) than either small (53%) or medium sized companies (60%) to implement their policy that quickly. Representatives from the large companies are also more likely (49%) than the others to be unsure of how long it took. Overall, more in this year's study (36%) are unsure than were unsure in 2008 (25%) (See Tables 33 & 34).

**Table 33
Time to Initiate (By Year)**



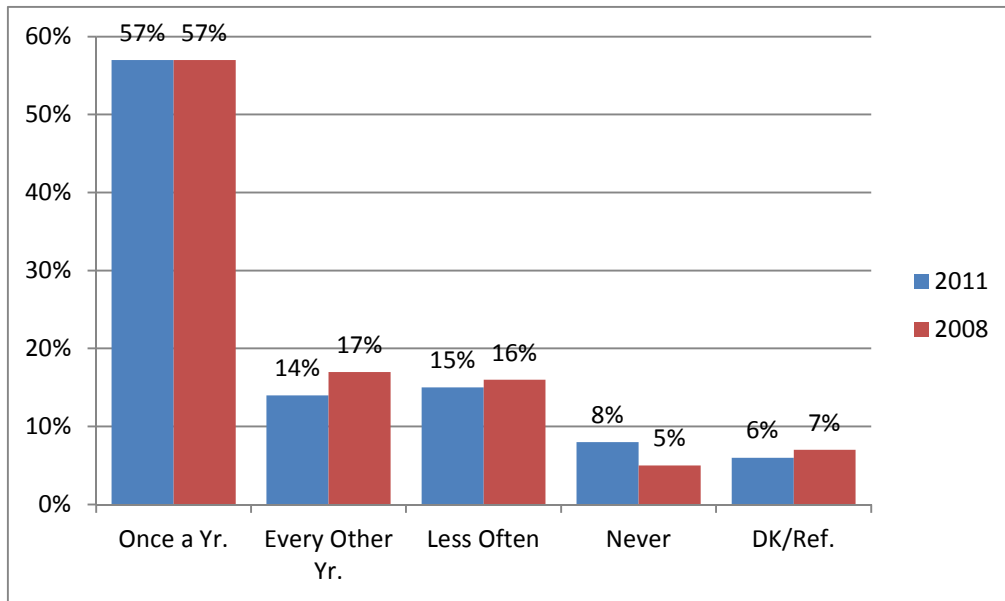
N=236

**Table 34
Time to Initiate (By Company Size & By Year)**

	2011			2008		
	Small	Med	Large	Small	Med	Large
<3 Mos.	53%	60%	35%	72%	49%	56%
3-6 Mos.	11%	5%	6%	8%	15%	2%
6+ Mos.	7%	6%	9%	5%	3%	8%
DK/Ref	29%	30%	49%	15%	32%	31%

Frequency of Updating the Drug-Free Policy– About 6 in 10 (57%) say they update their drug-free policies annually; the same as in 2008. Small companies are more likely (13%) to “never” update their policy than are large companies (3%) (See Tables 35 & 36).

Table 35
Update Frequency (By Year)



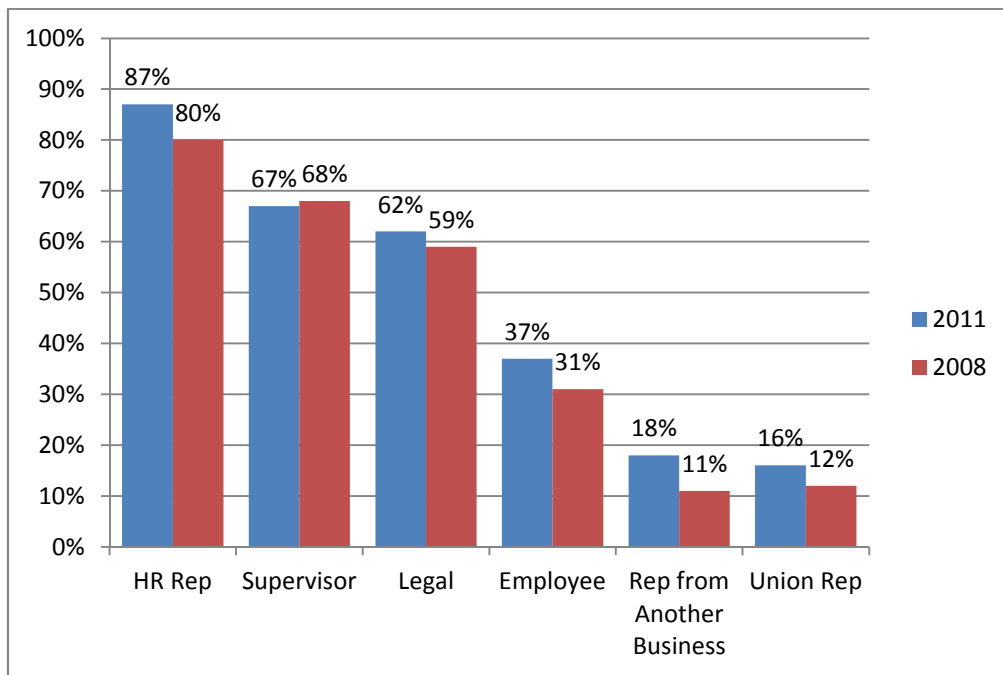
N=236

Table 36
Update Frequency (By Company Size & By Year)

	2011			2008		
	Small	Med	Large	Small	Med	Large
Once a Yr.	55%	57%	60%	59%	56%	54%
Every Other Yr.	11%	18%	12%	9%	20%	21%
Less Often	17%	12%	17%	20%	12%	17%
Never	13%	7%	3%	8%	4%	0%
DK/Ref.	4%	6%	9%	4%	8%	8%

Who is Involved in Updating the Drug-Free Policy– Most companies (87%) engage an “HR representative” to assist in updating their drug-free policy, statistically unchanged from 2008 (80%). Large companies are more likely (93%) than small companies (79%) to involve HR reps. “Supervisors” are involved in nearly 2 in 3 (67%) companies, with no significant differences across company size. “Legal counsel” is also involved in updating about 2 in 3 (62%) of the drug-free policies, although far fewer (48%) small companies seek legal advice (See Tables 37 & 38).

Table 37
Update Involvement (By Year)



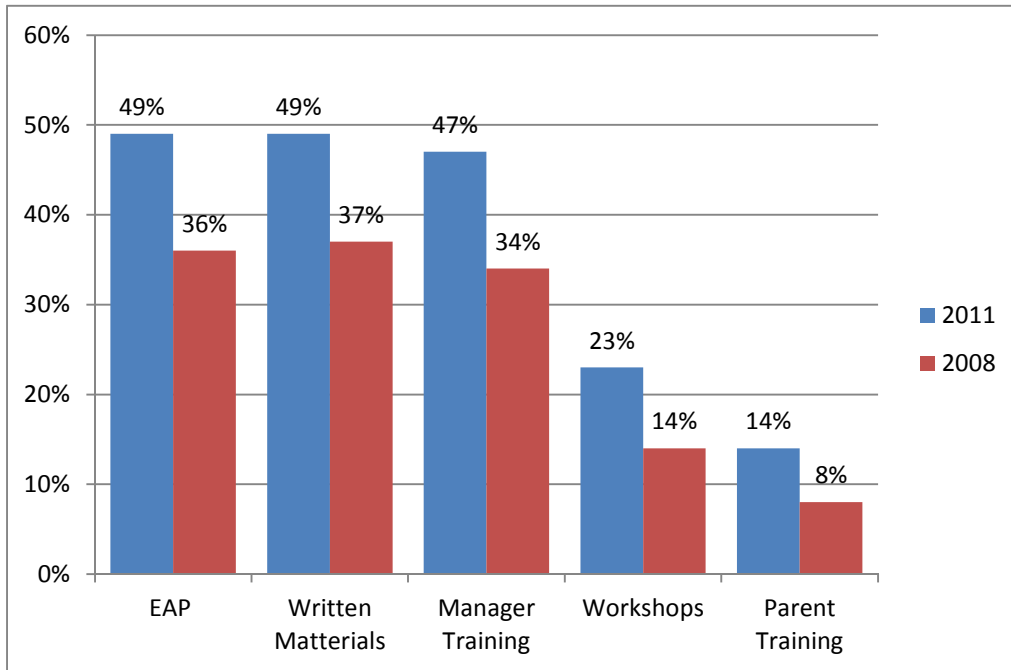
N=203

Table 38
Update Involvement (By Company Size & By Year)

	2011			2008		
	Small	Med	Large	Small	Med	Large
HR Rep	79%	89%	93%	63%	83%	96%
Supervisor	73%	70%	59%	76%	65%	64%
Legal	48%	66%	71%	38%	64%	81%
Employee	42%	34%	35%	36%	27%	31%
Rep from Another Business	23%	14%	18%	12%	10%	12%
Union Rep	5%	11%	31%	5%	12%	21%

Available Programs – More companies are offering drug-free programs in 2011 than in 2008. In fact, a significantly higher percent of companies in 2011 offer each of the 5 programs than in 2008. Large companies offer more EAP programs (68%) and Manager Training (58%) than small or medium sized companies (See Tables 39 & 40).

Table 39
Available Programs (By Year)



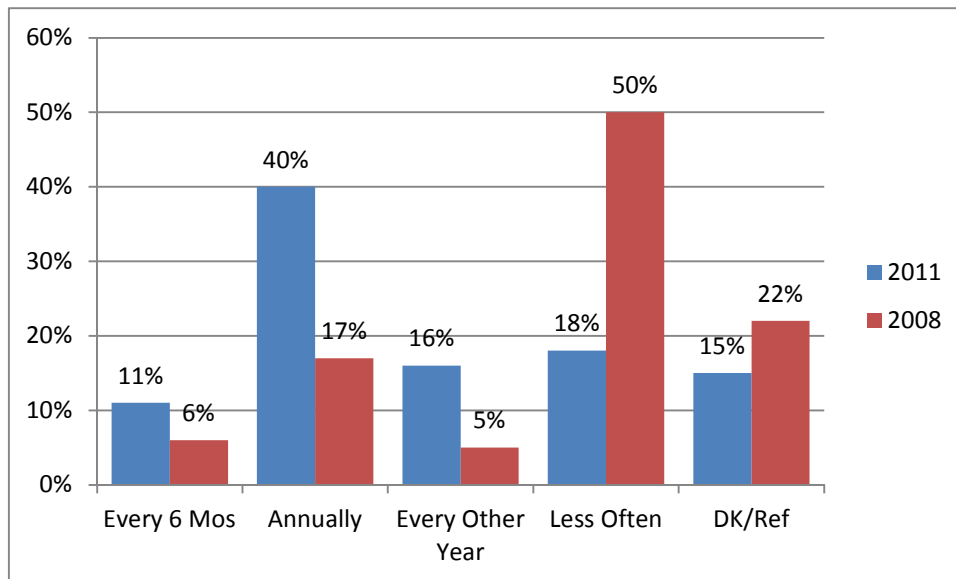
N=236

Table 40
Available Programs (By Company Size & By Year)

	2011			2008		
	Small	Med	Large	Small	Med	Large
EAP	32%	46%	68%	22%	35%	68%
Written Materials	48%	52%	47%	31%	36%	50%
Manager Training	39%	45%	58%	20%	39%	55%
Workshops	19%	24%	27%	10%	14%	25%
Parent Training	9%	13%	18%	6%	6%	16%

Frequency of Substance Abuse Workshops – Of the 55 companies who say they offer substance abuse workshops for employees, 2 in 5 (40%) offer them annually. Only 1 in 10 (11%) offer workshops every 6 months. Fewer companies (18%) in 2011 say they offer workshops less often than every other year than did so in 2008 (50%). Due to the extremely small sample in the individual company size categories (n<25), no comparisons will be made and those percentages listed should be viewed cautiously (See Tables 41 & 42).

**Table 41
Frequency of Workshops (By Year)**



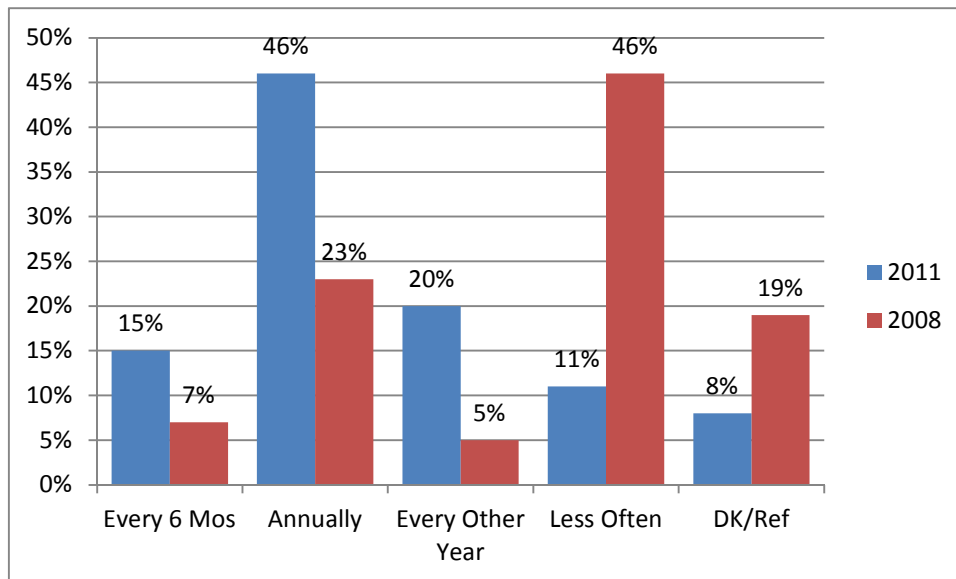
N=55

**Table 42 (NOTE: Extremely Small n)
Frequency of Workshops (By Company Size & By Year)**

	2011			2008		
	Small	Med	Large	Small	Med	Large
Every 6 Mos	7%	10%	14%	6%	6%	7%
Annually	36%	50%	33%	15%	15%	23%
Every Other Year	7%	15%	24%	4%	5%	9%
Less Often	29%	15%	14%	57%	48%	41%
DK/Ref	21%	10%	14%	18%	26%	20%

Frequency of Training for Supervisors and Managers – About half (46%) of the companies which offer supervisor and manager training on how to identify and deal with substance abuse hold such sessions annually. This is up significantly from 2008 when only 1 in 4 (23%) did so. Companies are also less likely (11%) to offer the training less often than every other year in the 2011 poll than they were in the 2008 poll (46%). Medium sized companies are more likely (29%) than small companies (10%) to only offer the training every other year (See Tables 43 & 44).

**Table 43
Frequency of Training (By Year)**



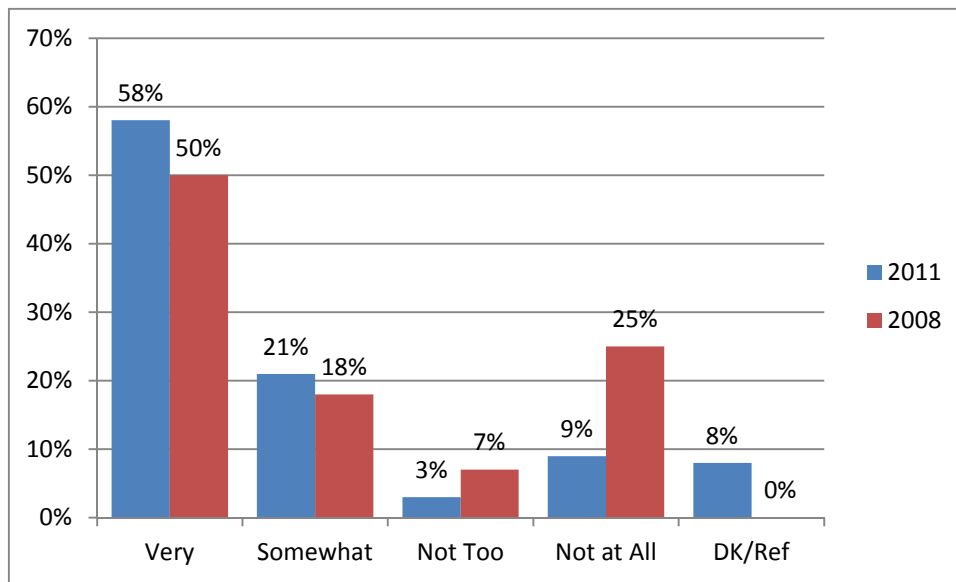
N=112

**Table 44
Frequency of Workshops (By Company Size & By Year)**

	2011			2008		
	Small	Med	Large	Small	Med	Large
Every 6 Mos	17%	21%	9%	4%	10%	7%
Annually	38%	39%	58%	19%	23%	30%
Every Other Year	10%	29%	18%	2%	5%	11%
Less Often	21%	8%	7%	57%	38%	39%
DK/Ref	14%	3%	9%	18%	24%	13%

Effectiveness on Reducing Accidents – Nearly 4 in 5 (79%) of the New Jersey companies say their written drug-free policy has been either ‘very effective’ (58%) or ‘somewhat effective’ (21%) in reducing accidents. This is up significantly from the 68% who said it was effective in 2008. A significant shift has also occurred in the ‘not at all effective’ category. In 2008 25% said their program was ineffective in reducing accidents, compared with only 9% in 2011. No significant differences exist across company size (See Tables 45 & 46).

Table 45
Reducing Accidents (By Year)



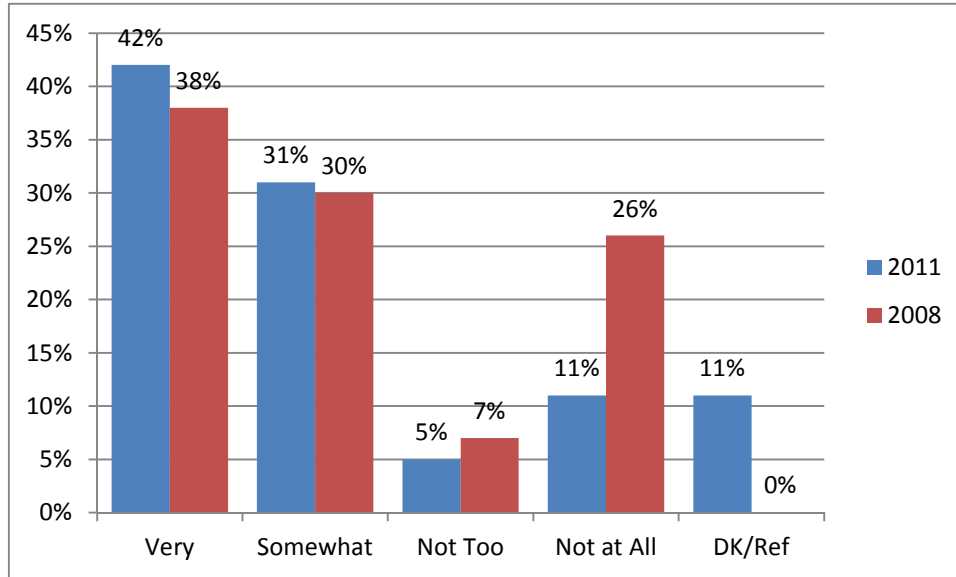
N=236

Table 46
Reducing Accidents (By Company Size & By Year)

	2011			2008		
	Small	Med	Large	Small	Med	Large
Very	61%	51%	62%	49%	52%	48%
Somewhat	16%	25%	22%	25%	12%	21%
Not Too	1%	6%	3%	4%	8%	8%
Not at All	11%	11%	5%	22%	28%	23%
DK/Ref	10%	7%	8%	0%	0%	0%

Effectiveness on Increasing Productivity – Nearly 3 in 4 (73%) say their drug-free policy has been “very effective” (42%) or “somewhat effective” (31%) in increasing worker productivity, similar to the 2008 results (68%). No differences exist across company size (See Tables 47 & 48).

**Table 47
Increasing Productivity (By Year)**



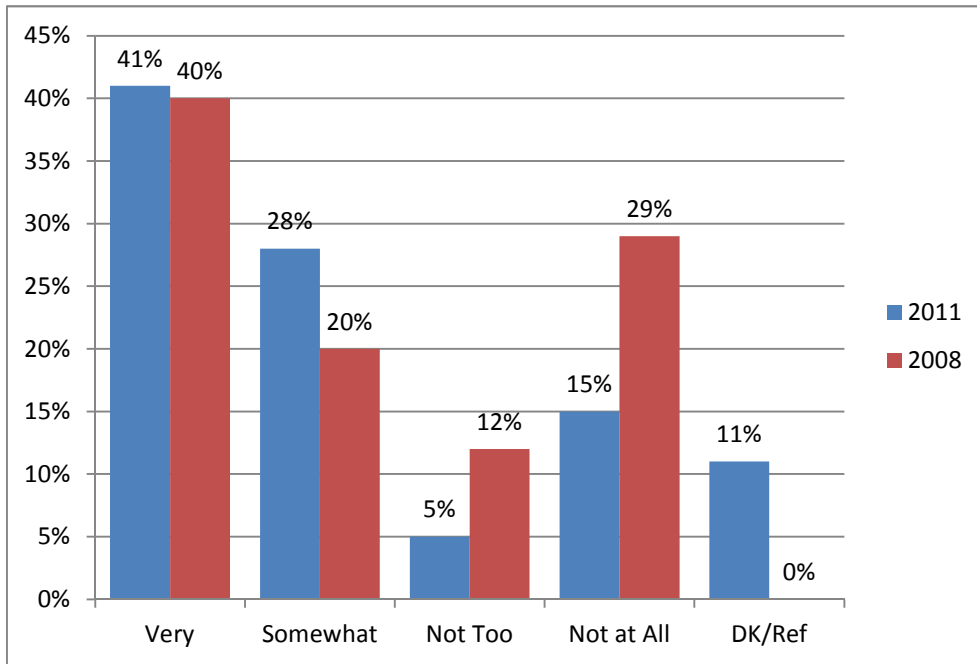
N=236

**Table 48
Increasing Productivity (By Company Size & By Year)**

	2011			2008		
	Small	Med	Large	Small	Med	Large
Very	49%	38%	39%	38%	39%	37%
Somewhat	29%	31%	34%	33%	27%	29%
Not Too	3%	6%	6%	4%	8%	8%
Not at All	11%	13%	8%	25%	26%	27%
DK/Ref	8%	12%	13%	0%	0%	0%

Effectiveness on Reducing Absenteeism – Nearly 7 in 10 (69%) believe their drug-free policy has helped reduce absenteeism. This is up from 2008 (60%). No differences by company size exist (See Tables 49 & 50).

**Table 49
Reducing Absenteeism (By Year)**



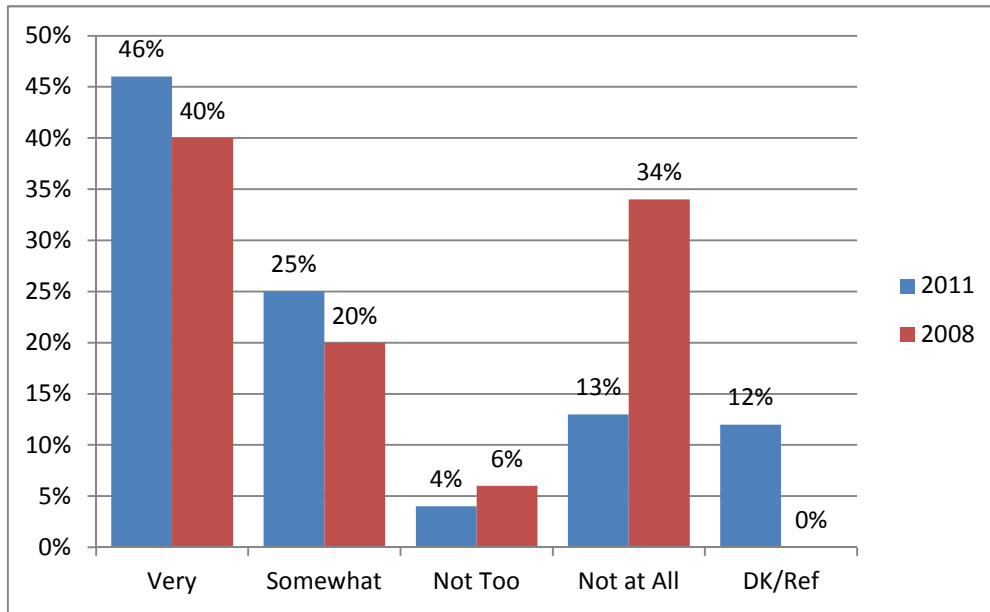
N=236

**Table 50
Reducing Absenteeism (By Company Size & By Year)**

	2011			2008		
	Small	Med	Large	Small	Med	Large
Very	47%	40%	35%	46%	35%	39%
Somewhat	31%	23%	32%	20%	20%	21%
Not Too	1%	7%	6%	9%	15%	10%
Not at All	15%	18%	12%	25%	30%	31%
DK/Ref	6%	12%	14%	0%	0%	0%

Effectiveness of Reducing Worker Comp Claims – Most companies (71%) say workers compensation claims have been reduced due to their drug-free policy, up significantly from 60% in 2008. No significant differences exist across company size (See Tables 51 & 52).

**Table 51
Reducing Claims (By Year)**



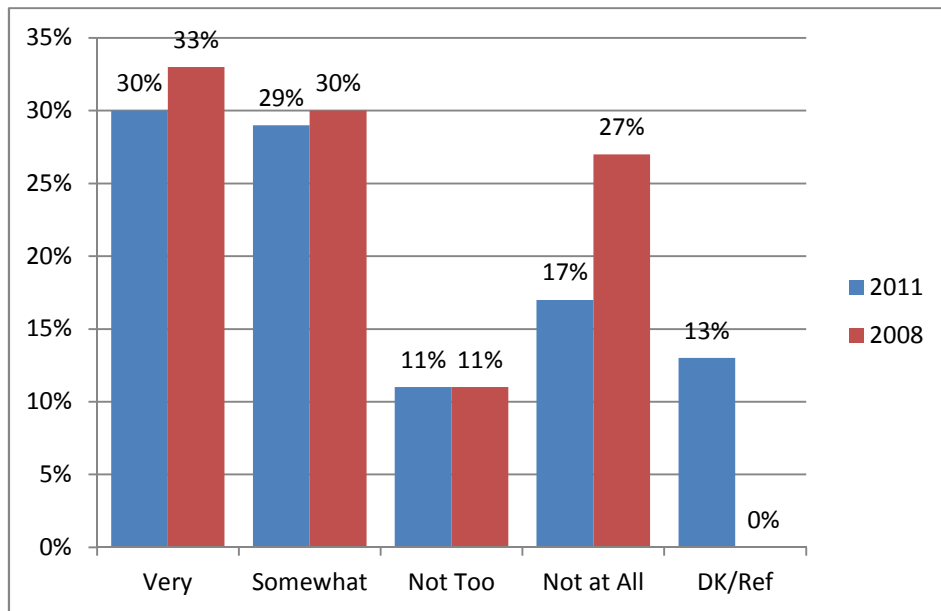
N=236

**Table 52
Reducing Claims (By Company Size & By Year)**

	2011			2008		
	Small	Med	Large	Small	Med	Large
Very	49%	44%	45%	47%	41%	29%
Somewhat	21%	25%	29%	20%	14%	33%
Not Too	1%	6%	4%	3%	8%	6%
Not at All	12%	17%	10%	30%	38%	33%
DK/Ref	16%	8%	11%	0%	0%	0%

Effectiveness on Increasing Employee Morale – About 3 in 5 (59%) say implementing their drug free policy has been ‘very effective’ (30%) or ‘somewhat effective’ (29%) in improving worker morale; unchanged from 2008. Fewer in 2011 say their policy has been “not at all effective” (17% vs. 27%). No significant differences exist across company size (See Tables 53 & 54).

**Table 53
Increasing Morale (By Year)**



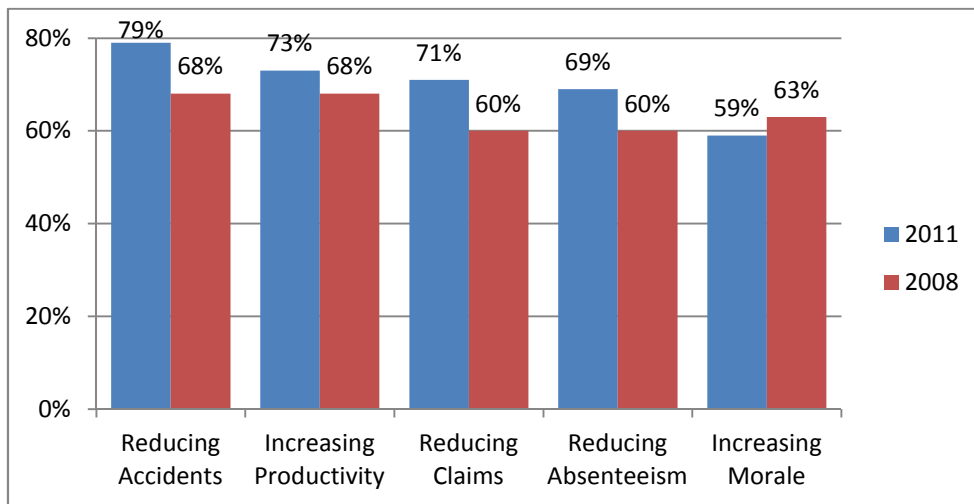
N=236

**Table 54
Increasing Morale (By Company Size & By Year)**

	2011			2008		
	Small	Med	Large	Small	Med	Large
Very	32%	33%	25%	38%	34%	21%
Somewhat	24%	31%	32%	32%	28%	29%
Not Too	5%	13%	13%	9%	10%	15%
Not at All	23%	12%	17%	21%	27%	35%
DK/Ref	16%	11%	13%	0%	0%	0%

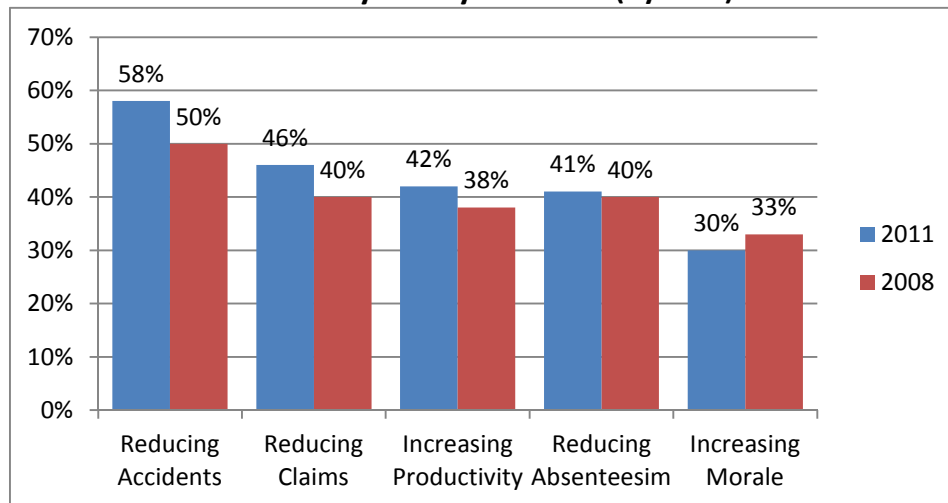
Effectiveness Summary – More companies (79%) believe implementing a drug-free policy has been “very effective” or “somewhat effective” in reducing accidents than any other measure. Similar numbers, about 7in 10, say their drug free policy has been effective in increasing productivity (73%), reducing workers comp claims (71%), and reducing absenteeism (69%). Fewer (59%) believe their policy has been effective in helping to increase employee morale (See Tables 55a & 55b).

Table 55a
Summary – Very/Somewhat Effective (By Year)



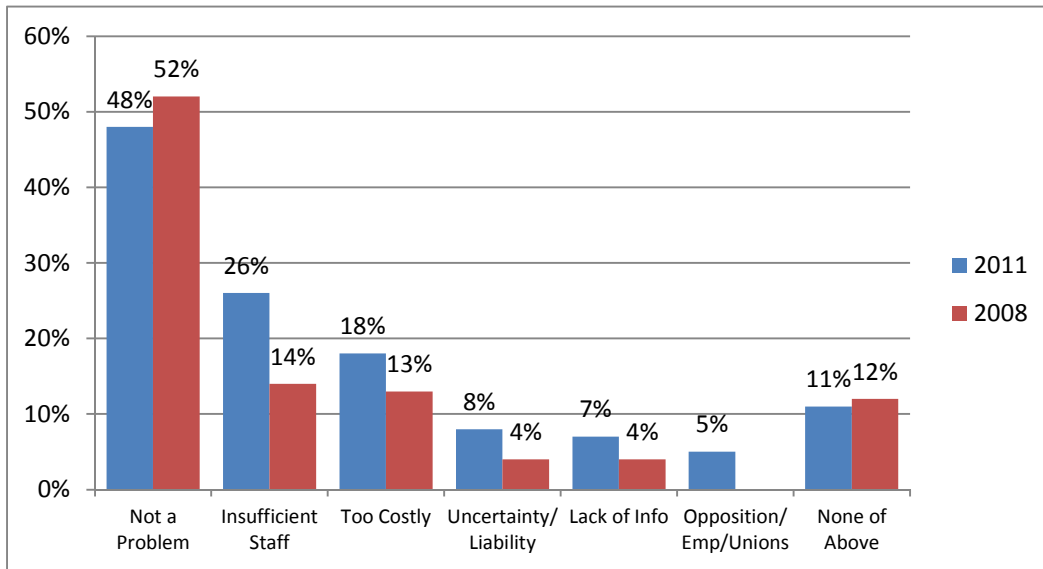
N=236

Table 55b
Summary – Very Effective (By Year)



Why No Substance Abuse Programs – Companies which did not offer substance abuse programs, including counseling, employee education programs, or management training were asked why they did not have these programs. In all cases, most companies simply say substance abuse is not a problem with their employees. This is followed by saying they have insufficient staff to develop and maintain these programs, and to a lesser extent, concerns about the cost associated with such programs. In all cases large companies are less likely than small ones to say substance abuse is not a problem with their employees (See Tables 56 thru 61).

Table 56
Why No Counseling (By Year)



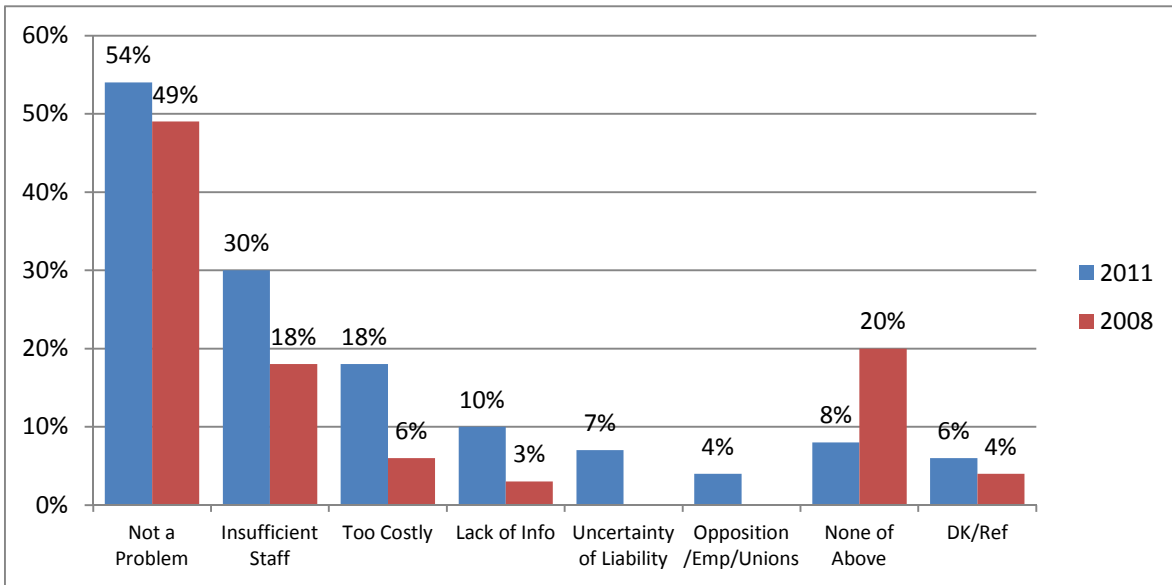
N=121

Table 57
Why No Counseling (By Company Size & By Year)

	2011			2008		
	Small	Med	Large	Small	Med	Large
Not a Problem	53%	58%	20%	56%	50%	44%
Insufficient Staff	25%	22%	36%	13%	16%	11%
Too Costly	22%	13%	20%	15%	9%	22%
Uncertainty of Liability	6%	9%	12%	0%	7%	11%
Lack of Info	12%	4%	0%	5%	2%	11%
Opposition/Emp/Unions	2%	9%	4%	na	na	na
None of Above	11%	10%	20%	10%	16%	0%

Why No Employee Education Programs

Table 58
Why No Employee Education (By Year)



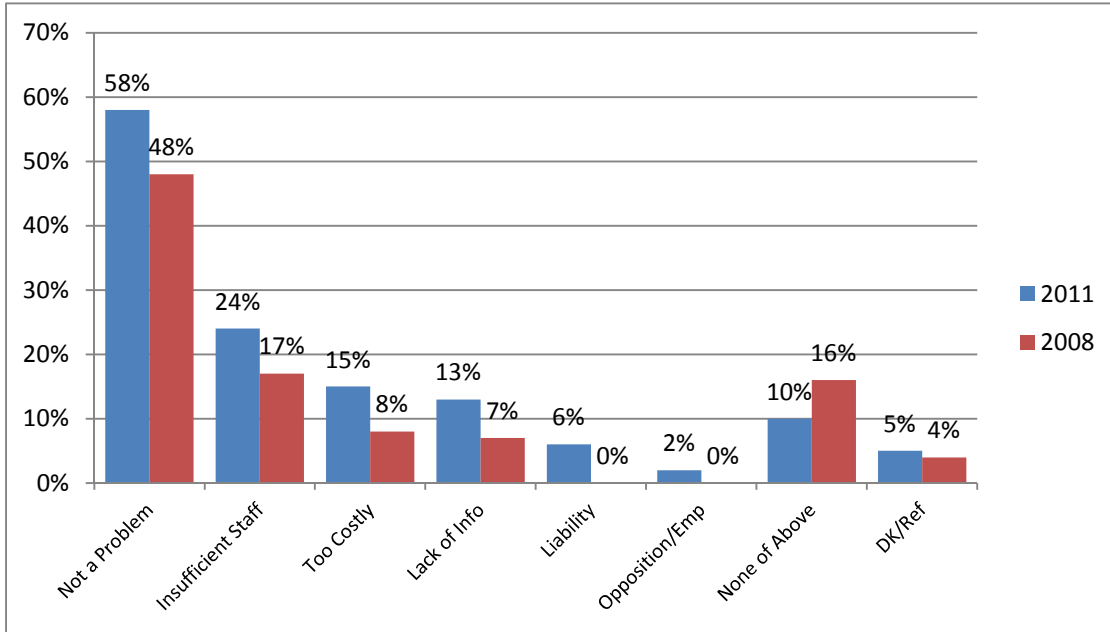
N=181

Table 59
Why No Employee Education (By Company Size & By Year)

	2011			2008		
	Small	Med	Large	Small	Med	Large
Not a Problem	59%	59%	41%	56%	50%	28%
Insufficient Staff	30%	23%	38%	21%	15%	17%
Too Costly	23%	16%	16%	6%	8%	0%
Lack of Info	11%	8%	11%	4%	0%	11%
Uncertainty/Liability	7%	8%	7%	na	na	na
Opposition/Emp	2%	5%	5%	na	na	na
None of Above	8%	9%	7%	10%	23%	33%

Why No Manager Training.

Table 60
Why No Manager Training (By Year)



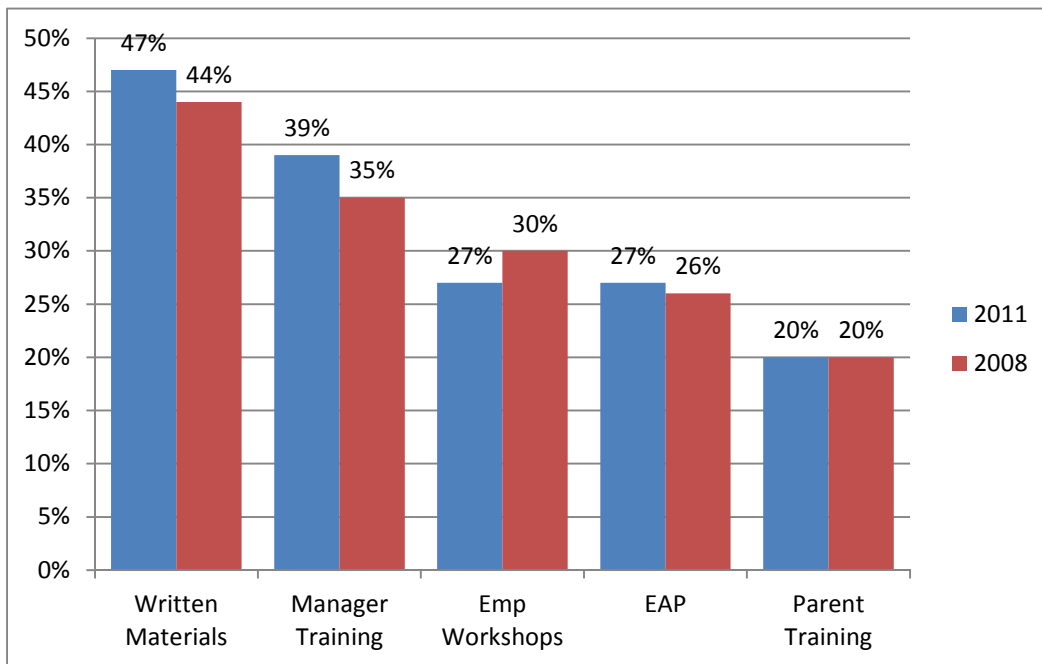
N=124

Table 61
Why No Manager Training (By Company Size & By Year)

	2011			2008		
	Small	Med	Large	Small	Med	Large
Not a Problem	59%	70%	41%	57%	44%	38%
Insufficient Staff	22%	20%	34%	18%	17%	17%
Too Costly	17%	11%	16%	5%	14%	0%
Lack of Info	15%	9%	16%	5%	5%	17%
Uncertainty/Liability	7%	4%	6%	na	na	na
Opposition/Emp/Unions	2%	2%	0%	na	na	na
None of Above	13%	9%	6%	13%	17%	21%
DK/Ref.	2%	2%	12%	2%	3%	8%

Interest in Creating Substance Abuse Programs – The New Jersey companies interviewed expressed little interest in starting a substance abuse program where one was not currently in place. In fact, only about by half (47%) of the companies say they are “very interested” or “somewhat interested” in creating “written materials” over the next 12 months. Creating EAP programs (27%) or employee workshops (27%) were said to be of interest to fewer than 1 in 3 companies and in fact, most 52% and 48%, respectively are “not at all interested”. These findings are consistent with those from 2008. Smaller companies tended to be more resistant to adding programs (See Tables 62, 63 & 64).

Table 62
Very/Somewhat Interested (By Year)

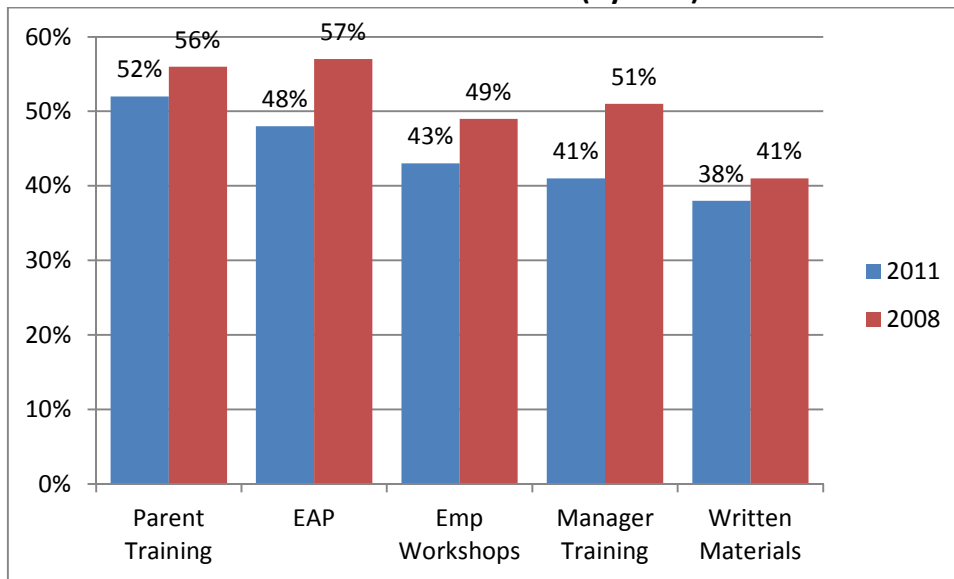


N=120 to 204

Table 63
Very/Somewhat All Interested (By Company Size & By Year)

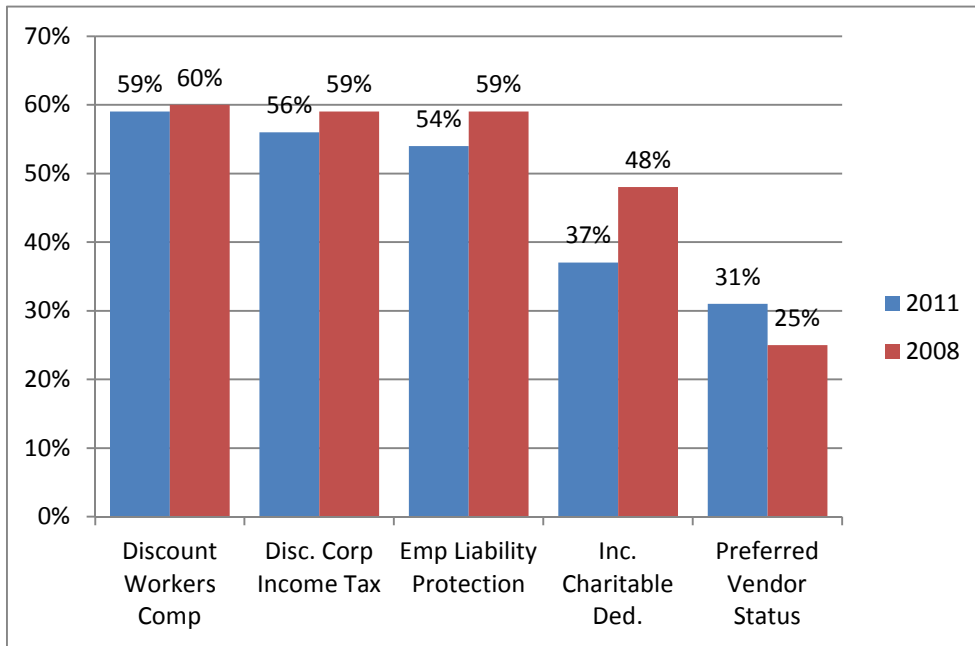
	2011			2008		
	Small	Med	Large	Small	Med	Large
Written Materials	36%	55%	52%	41%	45%	50%
Manager Training	33%	39%	47%	29%	35%	56%
Emp Workshops	23%	28%	43%	30%	30%	29%
EAP	24%	31%	28%	24%	30%	22%
Parent Training	13%	25%	23%	21%	18%	24%

Table 64
Not at All Interested (By Year)



Interest in Creating Substance Abuse Programs – Those 65 companies who do not currently have a written drug-free policy in place were asked how interested they would be in creating one, if various incentives were offered. Receiving discounts on workers compensation (59%), discounts on the corporate income taxes (56%) and receiving employee liability protection (54%) were the top three incentives in both 2011 and 2008. No significant differences exist across company size. Note the small sample sizes, in fact there was only 1 large company in the 2011 group. As such the percentages for large companies were not reported in the table below (See Tables 65 & 66).

Table 65
Very/Somewhat Interested (By Year)



N=65

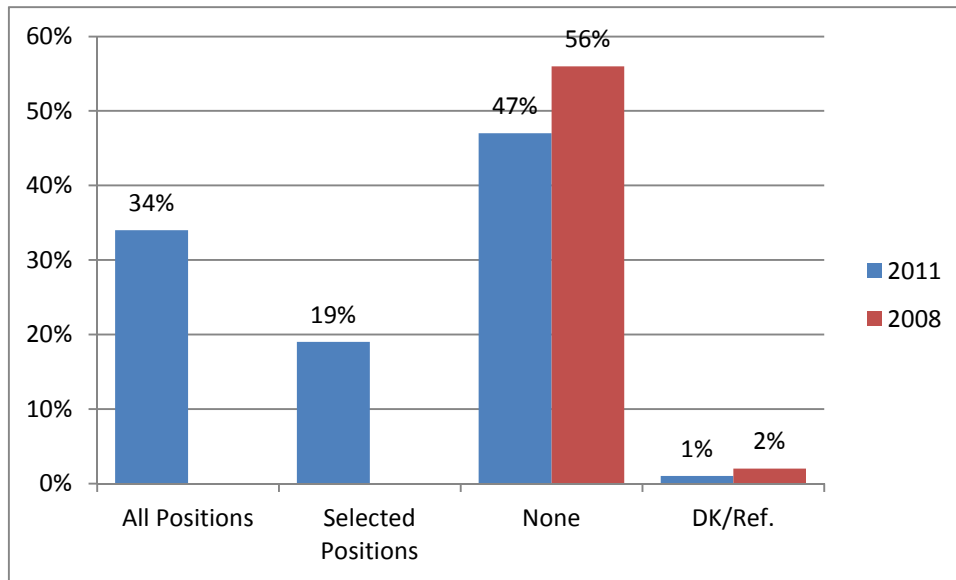
Table 66
Very/Somewhat All Interested (By Company Size & By Year)

	2011			2008		
	Small	Med	Large	Small	Med	Large
Discount Workers Comp	51%	68%	na	58%	67%	na
Disc. Corp Income Tax	51%	60%	na	58%	61%	na
Inc. Charitable Ded.	36%	40%	na	44%	56%	na
Preferred Vendor Status	28%	32%	na	28%	17%	na
Emp Liability Protection	53%	52%	na	58%	56%	na

III c. Detailed Results – Employee Drug and Alcohol Testing

Pre-Employment Testing –Fewer companies (47%) in 2011 report not conducting any pre-employment testing compared with 2008 (56%). Due to revisions in the question wording, accurate comparisons could not be made on the other choices. Large companies are more likely (53%) than the others to test at all positions, and less likely (23%) to not test at all (See Tables 67 & 68).

**Table 67
Pre-Employment Testing (By Year)**



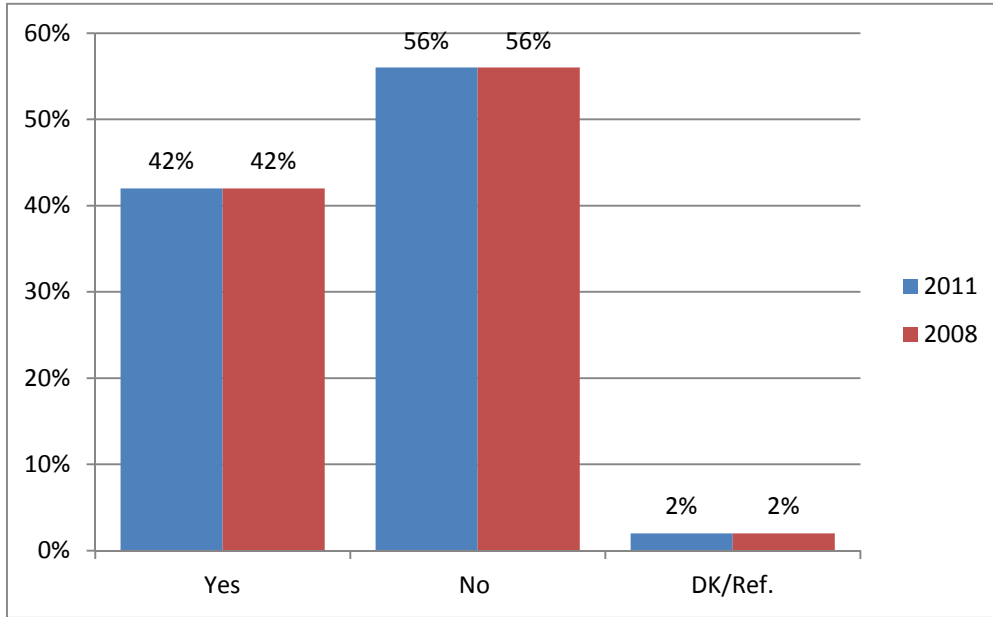
N=301

**Table 68
Pre-Employment Testing (By Company Size)**

	2011		
	Small	Med	Large
All Positions	23%	31%	53%
Selected Positions	13%	22%	23%
None	63%	46%	23%
DK/Ref.	1%	1%	1%

Testing of Current Employees for Alcohol and/or Drug Abuse – About 2 in 5 (42%) companies currently test their employees for substance abuse. These figures are unchanged from 2008. Large companies (64%) are more likely to test than either small (29%) or medium sized companies (39%) (See Tables 69 & 70).

**Table 69
Testing Current Employees (By Year)**



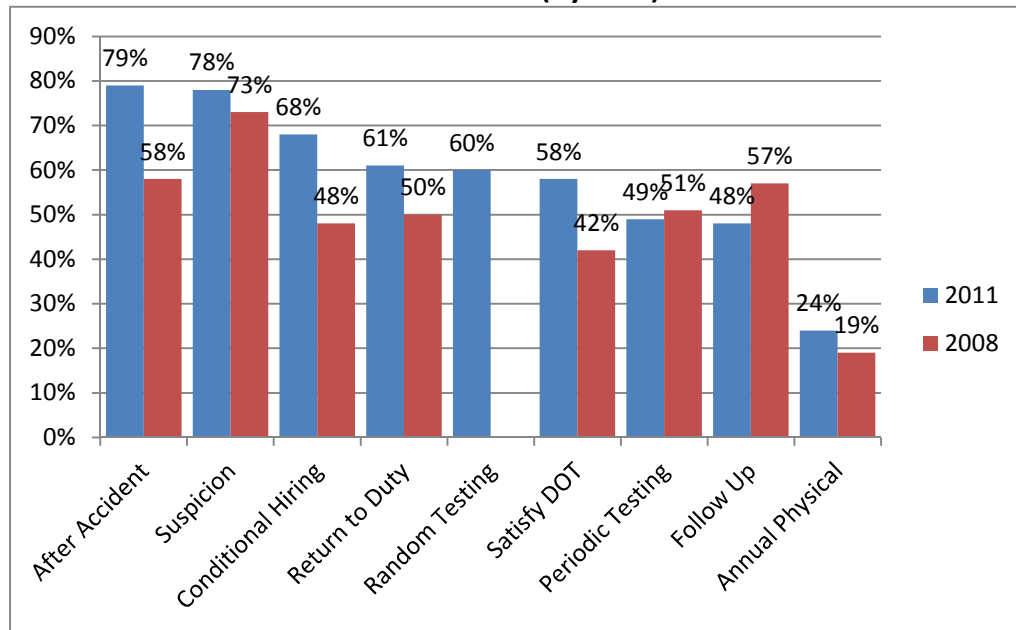
N=301

**Table 70
Testing Current Employees (By Company Size & By Year)**

	2011			2008		
	Small	Med	Large	Small	Med	Large
Yes	29%	39%	64%	30%	44%	61%
No	70%	59%	32%	68%	53%	39%
DK/Ref.	1%	2%	4%	2%	3%	0%

When Test Current Employees– Since 2008, significantly more companies are testing their current employees on 3 of the 9 measures (after an accident; conditional hiring; and to satisfy DOT). Random testing was not parsed into a separate question in 2008 and could not be compared with the 2011 results. Large companies are more likely than small or medium companies to test after an employee returns to duty following a drug-free policy violation (76%) or as a follow up based on a treatment professional’s recommendation (62%) (See Tables 71 & 72).

Table 71
When Test (By Year)



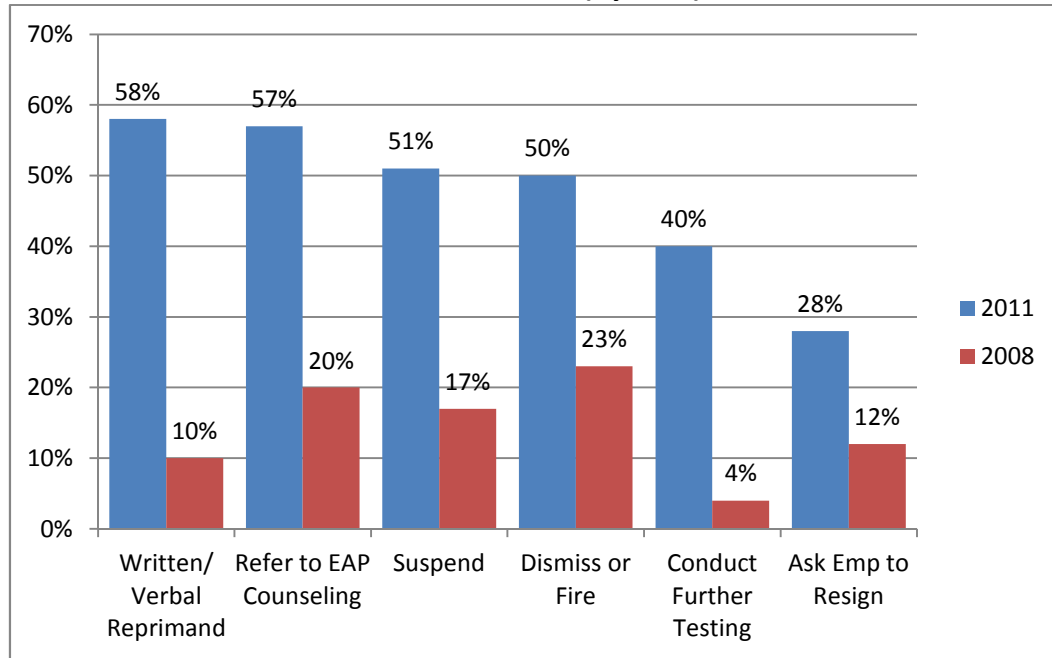
N=126

Table 72
When Test (By Company Size & By Year)

	2011			2008		
	Small	Med	Large	Small	Med	Large
After an Accident	73%	79%	82%	48%	60%	71%
Suspicion	70%	77%	84%	67%	75%	80%
Conditional Hiring	61%	70%	72%	43%	48%	54%
Return to Duty	48%	53%	76%	48%	48%	57%
Random Testing	58%	70%	54%			
Satisfy DOT	64%	51%	60%	35%	43%	54%
Periodic Testing	52%	51%	46%	45%	52%	57%
Follow Up	36%	42%	62%	51%	52%	74%
Annual Physical	18%	21%	30%	22%	21%	11%

Actions Taken for Violations– Companies are far more likely to take action in 2011 than they were in 2008. This is true across all items measured. No significant differences exist across company size (See Tables 73 & 74).

**Table 73
Actions Taken (By Year)**



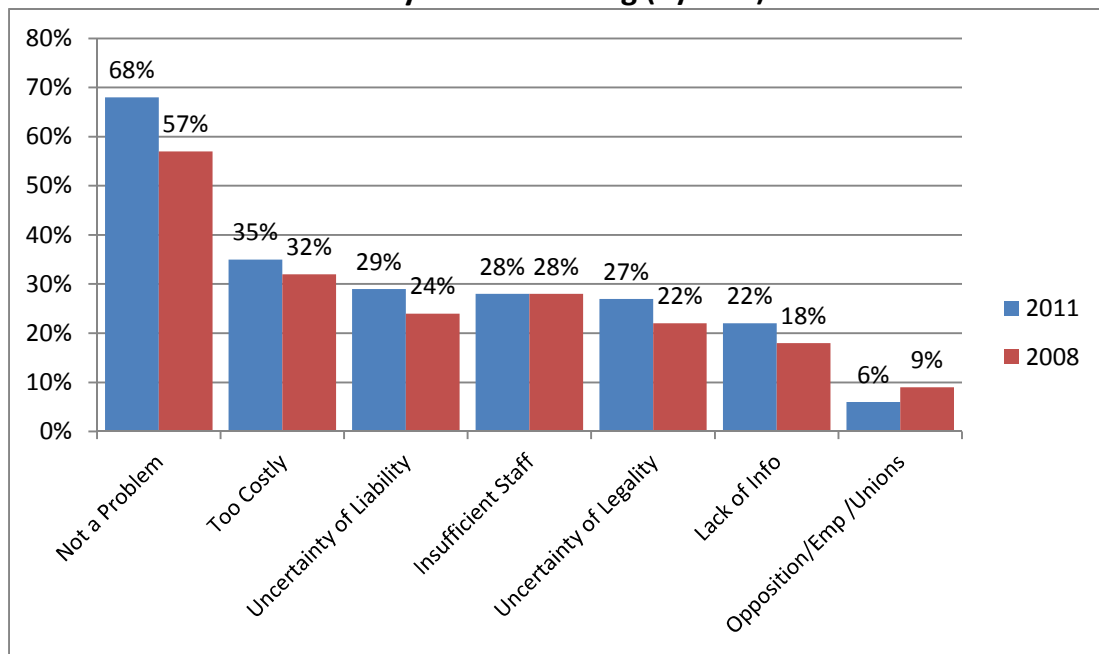
N=245

**Table 74
Actions Taken (By Company Size & By Year)**

	2011			2008		
	Small	Med	Large	Small	Med	Large
Written/Verbal Reprimand	60%	55%	60%	15%	10%	4%
Refer to EAP Counseling	51%	56%	65%	11%	22%	29%
Suspend	49%	47%	58%	14%	19%	19%
Dismiss or Fire	46%	56%	48%	26%	24%	15%
Conduct Further Testing	44%	40%	36%	2%	4%	6%
Ask Emp to Resign	33%	25%	26%	16%	7%	17%

Why Does Company Not Conduct Pre-Employment Testing– As was seen earlier, the reason most (68%) say they have no pre-employment testing is because they do not believe the problem exists at their company. About half as many (35%) say it is too costly, the second most noted choice. Small companies are more likely (32%) than medium companies (10%) to say they don't have enough information (See Tables 75 & 76).

Table 75
Why No Pre-Testing (By Year)



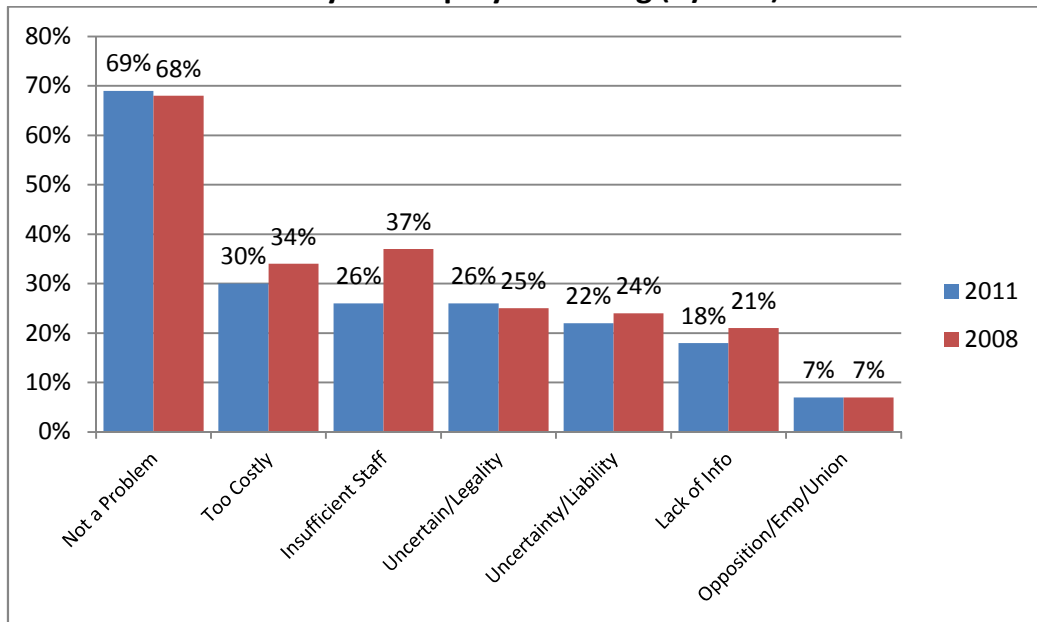
N=143

Table 76
Why No Pre-Testing (By Company Size & By Year)

	2011			2008		
	Small	Med	Large	Small	Med	Large
Not a Problem	75%	59%	63%	65%	49%	44%
Too Costly	38%	31%	32%	34%	26%	36%
Uncertainty of Liability	30%	25%	32%	25%	20%	32%
Insufficient Staff	30%	27%	21%	36%	17%	24%
Uncertainty of Legality	29%	24%	26%	25%	16%	28%
Lack of Info	32%	10%	21%	21%	13%	20%
Opposition/Emp/Unions	5%	6%	5%	9%	6%	20%

Why Does Company Not Conduct Employee Testing— Reasons cited as why companies do not conduct current employee substance abuse testing virtually mirrors the reasons why no pre-employment testing takes place. Most (69%) say it is not a problem at their firm. About 1 in 3 (30%) say it is too costly. Far fewer (7%) say it is due to strong employee or union opposition, similar to no pre-employment testing. Only insufficient staff has changed significantly from 2008 (37% vs. 26%). No size differences exist (See Tables 77 & 78).

Table 77
Why No Employee Testing (By Year)



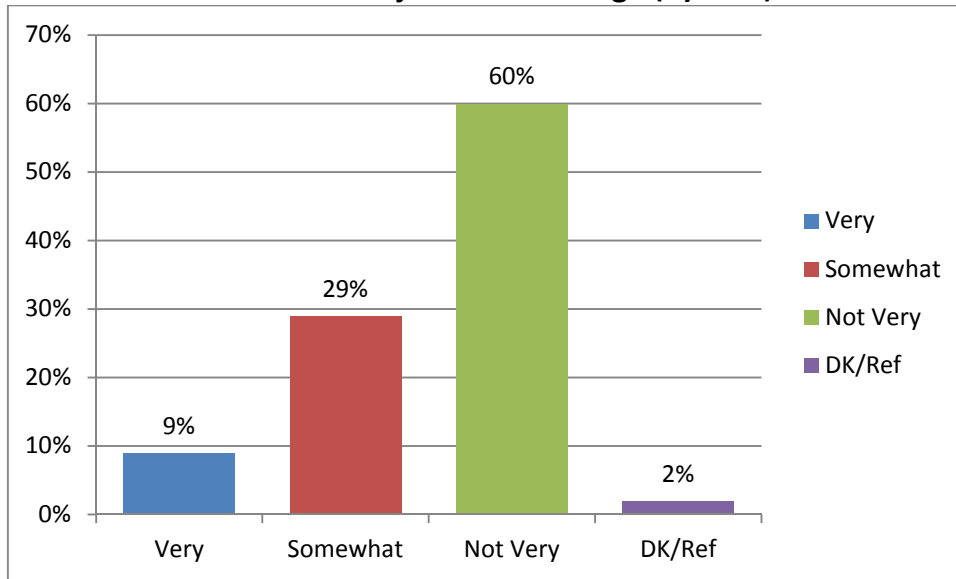
N=175

Table 78
Why No Employee Testing (By Company Size)

	2011			2008		
	Small	Med	Large	Small	Med	Large
Not a Problem	75%	65%	57%	76%	61%	56%
Too Costly	35%	27%	21%	37%	25%	44%
Insufficient Staff	28%	23%	29%	43%	28%	40%
Uncertainty/Legality	25%	24%	32%	27%	21%	32%
Uncertainty/Liability	21%	23%	25%	21%	22%	36%
Lack of Info	21%	15%	18%	26%	14%	24%
Opposition/Emp/Union	5%	8%	14%	6%	3%	24%

Knowledge of New Medical Marijuana Law– The majority (60%) say they are ‘not very knowledgeable’ about how the new medical marijuana law will impact their workplace. Only 1 in 10 (9%) say they are “very knowledgeable”. No differences exist across company size (See Tables 79 & 80).

Table 79
Medical Marijuana Knowledge (By Year)



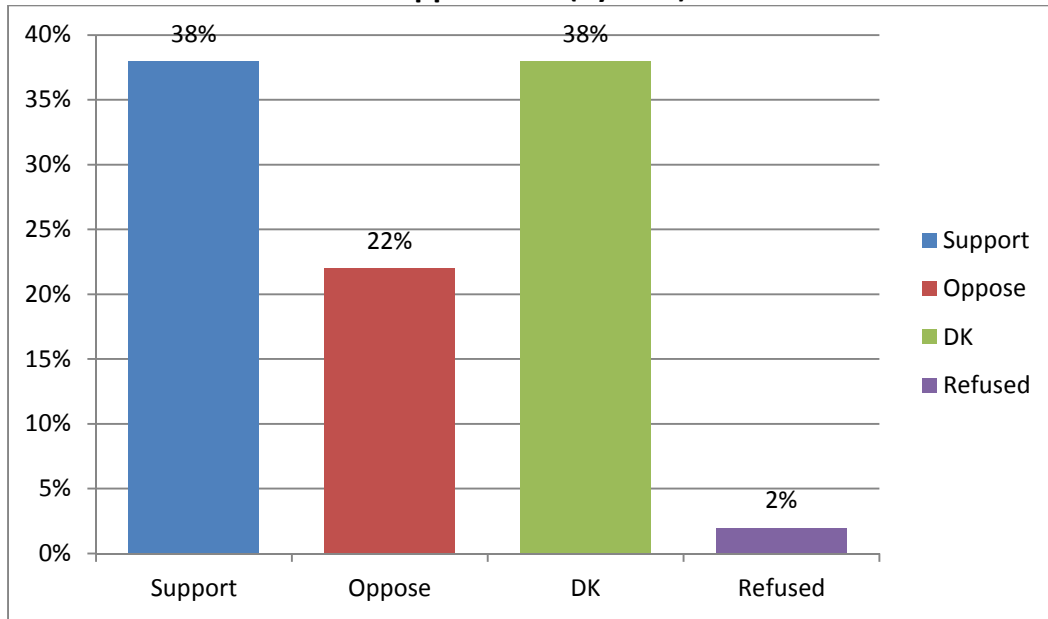
N=301

Table 80
Medical Marijuana Knowledge (By Company Size)

	2011		
	Small	Med	Large
Very	9%	10%	6%
Somewhat	24%	33%	29%
Not Very	65%	56%	60%
DK/Ref	3%	1%	4%

Support or Oppose Medical Marijuana Law– Only 2 in 5 (38%) say they support the new medical marijuana law, the same (38%) as those who are not sure if they support or oppose it. Fewer (22%) oppose the law. No significant differences exist across company size (See Tables 81 & 82).

**Table 81
Support Law (By Year)**



N=301

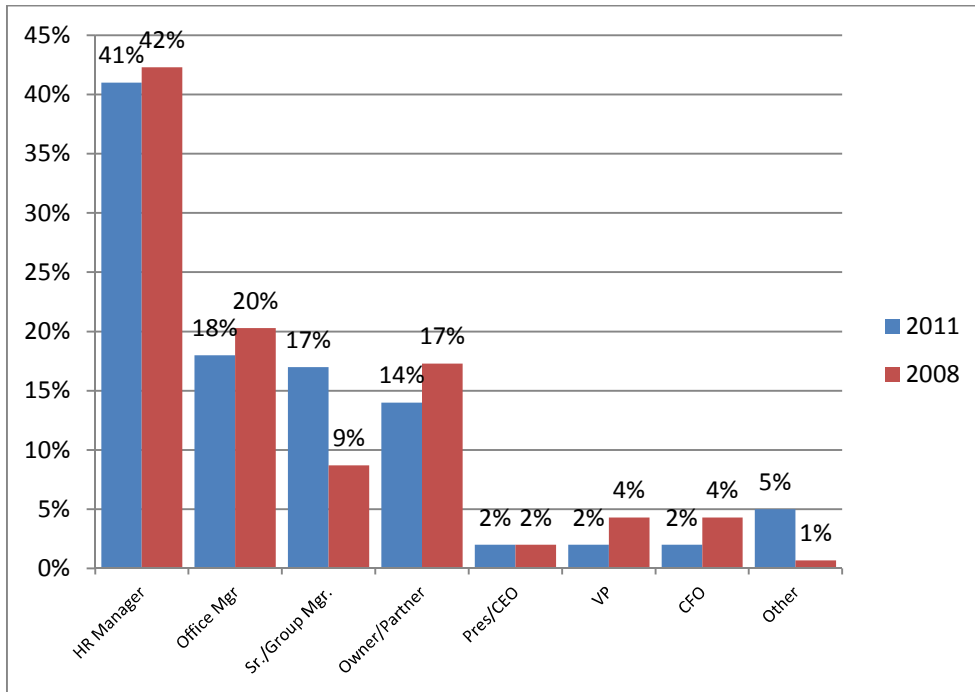
**Table 82
Support Law (By Company Size)**

	2011		
	Small	Med	Large
Support	37%	39%	36%
Oppose	25%	18%	24%
DK	38%	40%	36%
Refused	1%	2%	4%

IV. Demographics

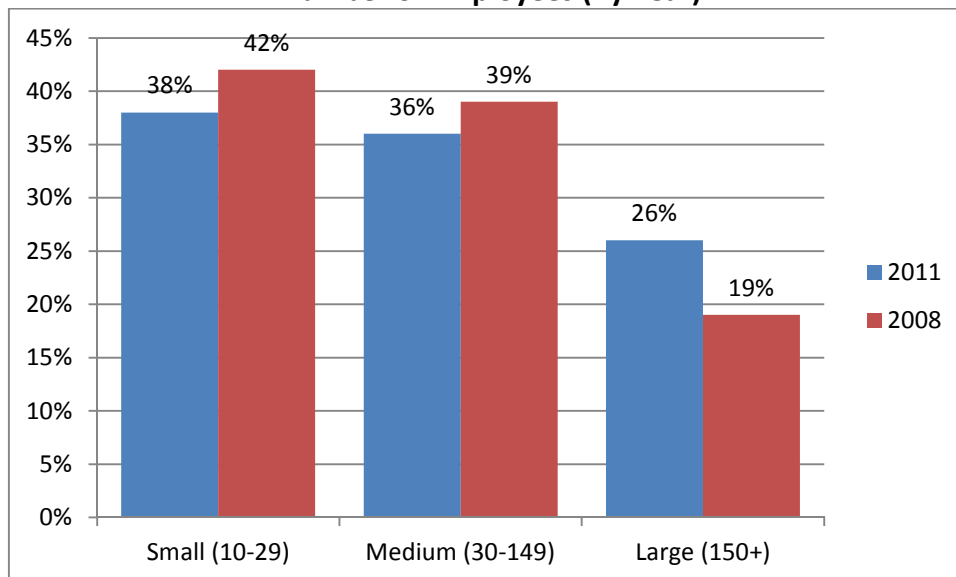
The demographics of the companies in this 2011 study are similar to those from the 2008 study on all measures.

Table 83
Respondent Title (By Year)



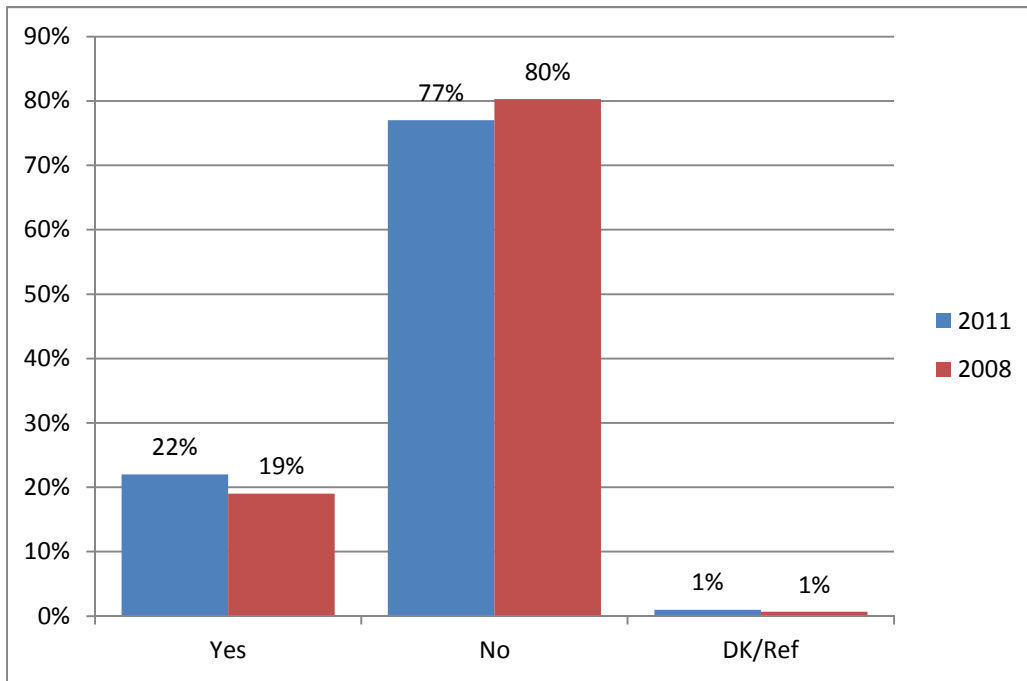
N=301

Table 84
Number of Employees (By Year)



N=301

Table 85
Is Company Unionized (By Year)



N=301

APPENDIX A

Questionnaire

Partnership for a Drug Free New Jersey Drug-Free Workplace Survey 2011

AS NECESSARY:

- Your answers to this survey are completely confidential.
- We are a research company and we don't sell anything. No one will ever try to sell you something as a result of this survey.
- The survey should take about ten (10) minutes.

S1. For this survey I need to speak with a person at your company who is involved in making human resources decisions about employee **policies and health programs**. Would that be you?

Yes (AVAILABLE NOW)	GO TO S4
Yes (NOT AVAILABLE NOW)	Callback
No	
(VOL) Don't Know	Terminate
(VOL) Refused	Terminate

S2. May I please speak to someone who is responsible for making those human resources decisions for your company?

Yes (AVAILABLE NOW)	GO TO S4
Yes (BUT NOT AVAILABLE NOW)	callback
No	
(VOL) Don't Know	Terminate
(VOL) Refused	Terminate

S3. May I please speak with someone else at your company who has been involved in making human resources decisions for more than six months?

Yes (AVAILABLE NOW)	GO TO S4
Yes (BUT NOT AVAILABLE NOW)	callback
No	Terminate
(VOL) Don't Know	Terminate
(VOL) Refused	Terminate

S4. About how many employees does your company have working in New Jersey? Please include all employees who are under the same company name regardless of their location within the state of New Jersey. If you are not sure, please give us your best estimate. **(DO NOT READ LIST)**

9 or under	Terminate
10 to 29	
30 to 74	
75-149	
150-250	
Over 250	
(VOL) Don't Know	Terminate
(VOL) Refused	Terminate

S5. What kind of service does your company offer to its clients or customers?

(DO NOT READ LIST)

Multiple Responses Accepted

Food Preparation or Serving Related	
Construction or Extraction	
Arts/Design/Entertainment/Sports/Media	
Sales and Related Occupations	
Installation/Maintenance/Repair	
Farming/Fishing/Forestry	
Transportation/Material-Moving	
Building & Grounds/Cleaning and Maintenance	
Personal Care and Service	
Office/Administrative Support	
Production Occupations	
Life/Physical/Social Sciences	
Engineering/Architecture/Surveyors	
Mathematical/Computer Scientists	
Management	
Healthcare Practitioners/Technical Occupations	
Financial Occupations	
Legal Occupations	
Education/Training/Library	
Community/Social Services	
Protective Services	
Other (Specify)	
(VOL) Don't Know	Terminate
(VOL) Refused	Terminate

Main Questionnaire

Section I

1. I'm going to read you a list of issues affecting the health and well-being of workers today. Please tell me how concerned your company is about each issue- very concerned, somewhat concerned, not too concerned, or not at all concerned. **(RANDOMIZE LIST)**

Very concerned
Somewhat concerned
Not too concerned
Not at all concerned
Don't know
Refused

- a. Worker Safety
- b. Use of illegal drugs such as marijuana, cocaine, or heroin
- c. Abuse of alcohol
- d. Abuse of prescription or over-the-counter drugs
- e. Physical fitness and diet of workers

2. In general, how serious of a problem do you think **(INSERT ITEM)** is at most New Jersey companies- a very serious problem, somewhat serious, not too serious, or not at all serious? **(RANDOMIZE LIST)**

Very serious
Somewhat serious
Not too serious
Not at all serious
Don't Know
Refused

- a. Use of illegal drugs such as marijuana, cocaine, or heroin by employees
- b. Abuse of alcohol
- c. Abuse of prescription or over-the-counter drugs

3. Now, thinking **about your company**. How serious of a problem do you think **(INSERT ITEM)** is among employees- very serious, somewhat serious, not too serious, not at all serious? **(RANDOMIZE LIST)**.

Very serious
Somewhat serious
Not too serious
Not at all serious
Don't know
Refuse

- a. Use of illegal drugs such as marijuana, cocaine, or heroin
- b. Abuse of alcohol
- c. Abuse of prescription or over-the-counter drug abuse

4. Which, if any, of the following sources has or would your company use for information about establishing a drug-free workplace program or enhancing an existing drug-free workplace program? Please answer "yes" or "no" as I read each item to you. **(RANDOMIZE LIST)**

- a. Chamber of Commerce or professional organization
- b. Physician or occupational health clinic
- c. A government agency
- d. Internet
- e. Law firm or legal counsel
- f. Partnership for a Drug-Free New Jersey/ *Drugs Don't Work in NJ!*
- g. Business colleagues

Yes
No
Don't know
Refuse

5. Does your company currently have a written drug-free workplace policy covering New Jersey employees?
- a. Yes
 - b. No (Skip to 19)
 - c. No, but we did previously (Skip to 20)
 - d. Don't Know (Skip to 19)
 - e. Refuse (Skip to 19)

6. I'm going to read you a list of factors that may have influenced your company's decision to establish a written drug-free workplace policy covering New Jersey employees. Please tell me the **one factor** that most influenced your company's decision to establish a drug-free workplace policy. **(RANDOMIZE LIST. ACCEPT ONLY ONE RESPONSE.)**
- Recommendation by insurance carrier
 - Evidence that a drug-free workplace policy reduces accidents
 - Concern that drug-users may seek employment at your company
 - It was required by law, regulation or contract
 - NONE OF THE ABOVE
 - Don't know
 - Refuse
7. Which of the following things, if any, does your company's drug-free workplace policy cover? Please answer "yes" or "no" as I read each item to you. **(RANDOMIZE BLOCKS)**
- Alcohol use on the job
 - Alcohol abuse off the job
 - Illegal drug use on the job
 - Illegal drug use off the job
 - Prescription or over-the-counter drug abuse on the job
 - Prescription or over-the-counter drug abuse off the job
- Yes
No
Don't know
Refuse
8. From the time your company decided to implement a written drug-free workplace policy, about how long did it take to actually be initiated? **(Do not read list – code according to response)**
- Less than three months
 - More than three months, less than six
 - Six months or more
 - Don't know
 - Refuse

9. About how often does your company review and update your written drug-free workplace policy? **(Do not read list – code according to response)**

- a. Once per year
- b. Every other year
- c. Less often
- d. Never **(SKIP TO 11)**
- e. Don't know **(Skip to 11)**
- f. Refuse **(Skip to 11)**

10. Who is involved in the review and update process? Please answer “yes” or “no” as I read each item to you. **(RANDOMIZE LIST)**

- a. Supervisor
- b. HR representative
- c. Union representative
- d. An employee
- e. Legal counsel
- f. Representative from another business with a policy in place

Yes

No

Don't Know

Refused

11. Which, if any, of the following substance abuse counseling, management training, or education program does your company offer employees? Please answer “yes” or “no” as I read each item to you. **(RANDOMIZE LIST)**

- a. An employee assistance program (EAP), that provides counseling for employees to help them cope with alcohol or drug abuse issues, that is not part of their health insurance
- b. A substance abuse prevention workshop that educates employees about the dangers of alcohol and drug abuse
- c. Written materials such as booklets or pamphlets distributed to employees to educate them about the dangers of alcohol and drug abuse
- d. Training for supervisors or managers in identifying and dealing with employee substance abuse
- e. Parent training for employees so they can help their children avoid drug and alcohol abuse

Yes

No

Don't Know

Refused

(ASK 12 ONLY IF 11B WAS ‘YES’)

12. About how often does your company conduct employee substance abuse prevention workshops to educate employees about the dangers of alcohol or drug abuse? (DO NOT READ OPTIONS – CODE ACCORDING TO RESPONSE)

- a. Every six months
- b. Once a year
- c. Every other year
- d. Less often
- e. Don't know
- f. Refused

(ASK 13 ONLY IF 11D WAS 'YES')

13. About how often does your company conduct training for supervisors or managers in identifying and dealing with employee substance abuse? (DO NOT READ OPTIONS – CODE ACCORDING TO RESPONSE)

- a. Every six months
- b. Once a year
- c. Every other year
- d. Less often
- e. Don't know
- f. Refused

14. Overall, how effective do you feel your company's written drug-free workplace policy has been with respect to the following aspects for your company? As I read each one, please tell me whether it has been very effective, somewhat effective, not too effective, or not at all effective. (RANDOMIZE LIST)

- g. Reducing accidents
- h. Increasing productivity
- i. Reducing absenteeism
- j. Reducing the number of worker compensation claims filed
- k. Increasing morale

Very effective
Somewhat effective
Not too effective
Not at all effective
(VOL) Don't Know
(VOL) Refused

(ASK 15 ONLY IF ANSWERED "NO" TO 11A)

15. Which of the following reasons, if any, explain why your company does not have substance abuse counseling for employees?

Multiple Responses Accepted

RANDOMIZE

- a. Insufficient staff time to develop and maintain a drug-free program
- b. A drug-free program would be too costly
- c. Drugs and alcohol abuse are not a problem among our employees
- d. Too much uncertainty about liability
- e. Strong opposition by employees or unions
- f. Lack of information
- g. NONE OF THE ABOVE
- h. Don't know
- i. Refused

(ASK 16 ONLY IF ANSWERED "NO" TO 11B)

16. Which of the following reasons, if any, explain why your company does not have substance abuse education programs for employees?

(SAME RESPONSES AS 15)

(ASK 17 ONLY IF ANSWERED "NO" TO 11D)

17. Which of the following reasons, if any, explain why your company does not have how to spot substance abuse training for managers?

(SAME RESPONSES AS 15)

(FOR EACH ITEM "NO", "D/K" or "REFUSED" IN Q11, ASK THE CORRESPONDING QUESTION IN 18)

18. How interested do you think your company would be in developing the following substance abuse prevention programs in the next 12 months- very interested, somewhat interested, not too interested, not at all interested?

RANDOMIZE

- a. An employee assistance program (EAP), that provides counseling for employees to help them cope with alcohol or drug abuse issues, that is not part of their health insurance
- b. A substance abuse prevention workshop that educates employees about the dangers of alcohol and drug abuse
- c. Written materials such as booklets or pamphlets distributed to employees to educate them about the dangers of alcohol and drug abuse
- d. Training for supervisors or managers in identifying and dealing with employee substance abuse
- e. Parent training for employees so they can help their children avoid drug and alcohol abuse

Very Interested
Somewhat Interested
Not too interested
Not at all interested
(VOL) Don't Know
(VOL) Refused

(SKIP TO 21)

19. (ONLY IF ITEMS NOT SELECTED IN 5) How interested do you think your company would be in establishing a drug-free workplace policy in the next 12 months if the following types of incentives were offered? Very interested, somewhat interested, not too interested, not at all interested? **(RANDOMIZE LIST)**

- a. Discount on workers' compensation premiums
- b. Discount on corporate income tax
- c. Increase in corporate charitable deduction
- d. A vendor preference for state and other public contracts
- e. Employer liability protection

Very Interested
Somewhat Interested
Not too interested
Not at all interested
(VOL) Don't Know
(VOL) Refused

(SKIP TO 21)

20. (ONLY IF ANSWERED "HAD PREVIOUSLY" IN Q5) How interested do you think your company would be in reinstating its drug-free workplace policy in the next 12 months if the following types of incentives were offered? Very interested, somewhat interested, not too interested, not at all interested? **(RANDOMIZE LIST)**

- a. Discount on workers' compensation premiums
- b. Discount on corporate income tax
- c. Increase in corporate charitable deduction
- d. A vendor preference for state and other public contracts
- e. Employer liability protection

Very Interested
Somewhat Interested
Not too interested
Not at all interested
(VOL) Don't Know
(VOL) Refused

21. Does your company conduct pre-employment testing of **job applicants** for drug and/or alcohol use for all positions, only for selected positions, or don't you test?

- a. All positions
- b. Selected positions
- c. Do not test
- d. Don't Know (VOL)
- e. Refused (VOL)

22. Does your company test your current New Jersey **employees** for Alcohol and/or Drug usage?

- a. Yes
- b. No (**SKIP TO Q24**)
- c. Don't Know (VOL)
- d. Refused (VOL)

23. Under what circumstances does your company test employees for alcohol and drug use? Please answer "yes" or "no" as I read each option to you.

RANDOMIZE

- a. Conditional hiring upon negative drug test result, or pre-employment testing
- b. On a random basis
- c. After a job-related accident
- d. When a supervisor suspects an employee of being under the influence of either drugs or alcohol
- e. As part of the annual employee physical or medical exam, for employees other than CDL drivers
- f. To satisfy DOT regulated testing of CDL drivers
- g. Return-to-duty following a substance use policy violation or extended leave of absence
- h. Follow-up testing based on a treatment professional's recommendations
- i. Periodic drug-testing

- Yes
- No
- Don't Know
- Refused

(ASK Q24 ONLY IF ANSWER TO Q5 WAS 'YES', OR ANSWER TO Q22 WAS 'YES')

24. Which, if any, of the following actions does your company usually take when an employee violates the drug-free workplace policy or tests positive for either alcohol or drugs? (Multiple Responses Accepted)

- a. Ask employee to resign
- b. Immediately dismiss or fire the employee
- c. Put the employee on suspension or probation

- d. Refer the employee to substance abuse counseling or EAP
- e. Issue a written or verbal reprimand
- f. Conduct further employee testing

(SKIP TO Q 27)

(ASK Q26 ONLY IF ANSWER TO Q22 WAS 'NO')

26. Which of the following reasons, if any, explain why your company does not conduct **pre-employment** drug or alcohol testing? Please answer "yes" or "no" as I read each item to you.
(SAME OPTIONS AS QUESTION 26)

- a. Insufficient staff time to develop and maintain a testing program
- b. A testing program would be too costly
- c. Drugs and alcohol abuse are not a problem among our employees
- d. Too much uncertainty about liability
- e. Strong opposition by employees or unions
- f. Lack of information
- g. Uncertainty about the legality or rules of drug and alcohol testing

Yes
No
Don't Know
Refused

(ASK Q27 ONLY IF ANSWER TO Q23 WAS 'NO')

27. Which of the following reasons, if any, explain why your company does not conduct drug or alcohol testing on current employees? Please answer "yes" or "no" as I read each item to you.
(RANDOMIZE LIST)

- a. Insufficient staff time to develop and maintain a testing program
- b. A testing program would be too costly
- c. Drugs and alcohol abuse are not a problem among our employees
- d. Too much uncertainty about liability
- e. Strong opposition by employees or unions
- f. Lack of information
- g. Uncertainty about the legality or rules of drug and alcohol testing

Yes
No
Don't Know
Refused

28. How knowledgeable are you of the impact New Jersey's new Medical Marijuana Law will have on your workplace?

- a. very knowledgeable

- b. somewhat knowledgeable
- c. Not very knowledgeable
- d. Don't know
- e. Refuse

29. Do you agree or disagree with the implementation of New Jersey's Medical Marijuana Law?
Do you support or oppose New Jersey's new Medical Marijuana law?

- a. Support
- b. Oppose
- c. Don't know
- e. Refuse

Section V- Demographics

D1. Which of the following best describes your current position?

- a. Owner/partner
- b. Office manager
- c. Senior level group/division manager
- d. Human resources manager
- e. President/chief executive officer
- f. Vice president
- g. Chief financial officer
- h. Other (specify)

D2. Is any part of your company's New Jersey workforce unionized?

- a. Yes
- b. No
- c. Don't know