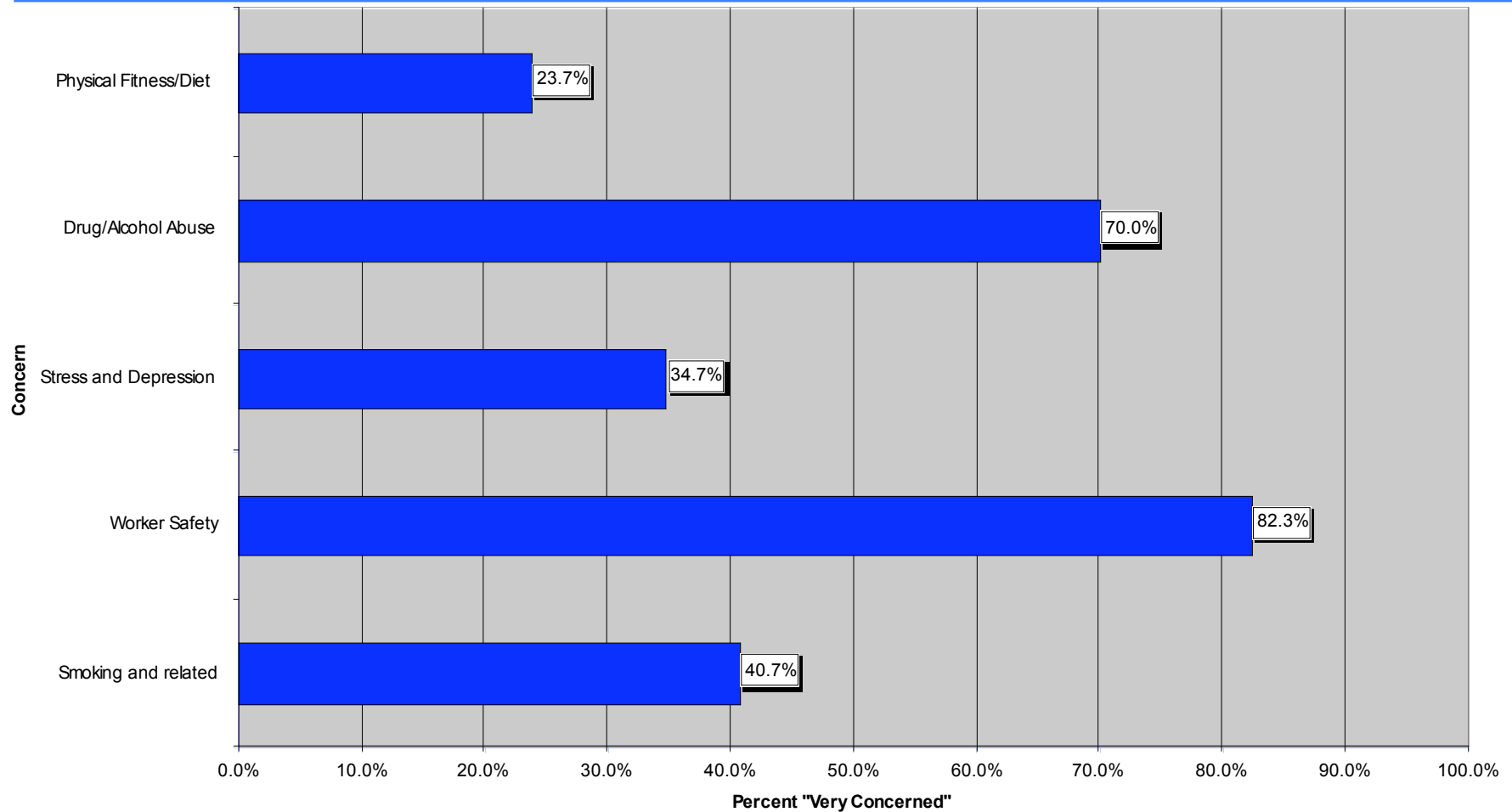


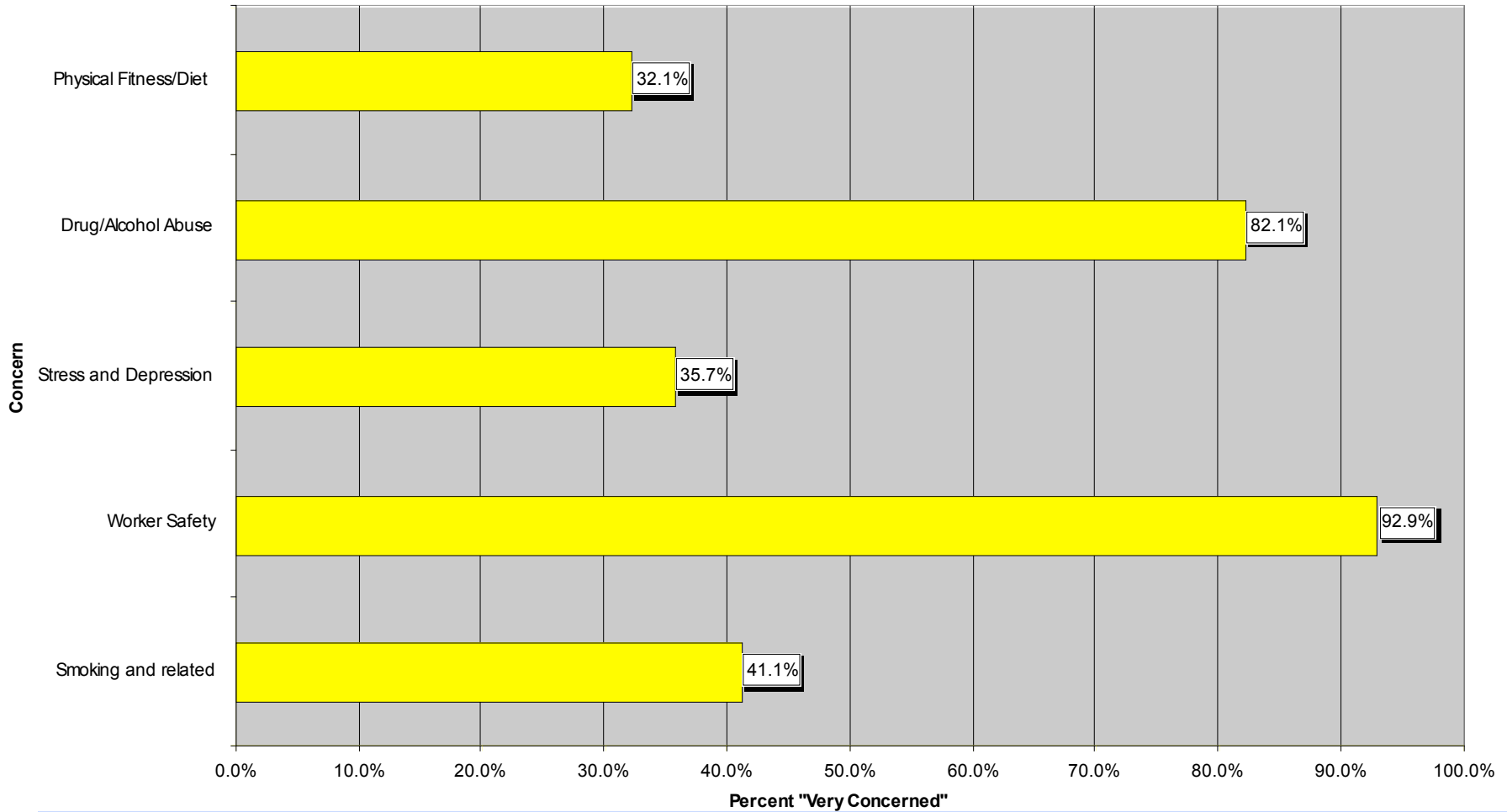
The Survey

- Random Survey of 300 employers in New Jersey
- Includes oversample of large companies (100+ employees)
- Sampling error of +/- 5%
- Up to 8 call-backs used
- Reached owners (17%), human resource managers (42%), office managers (20%) and others with knowledge of drug testing programs
- About 20% unionized (45% of larger companies)

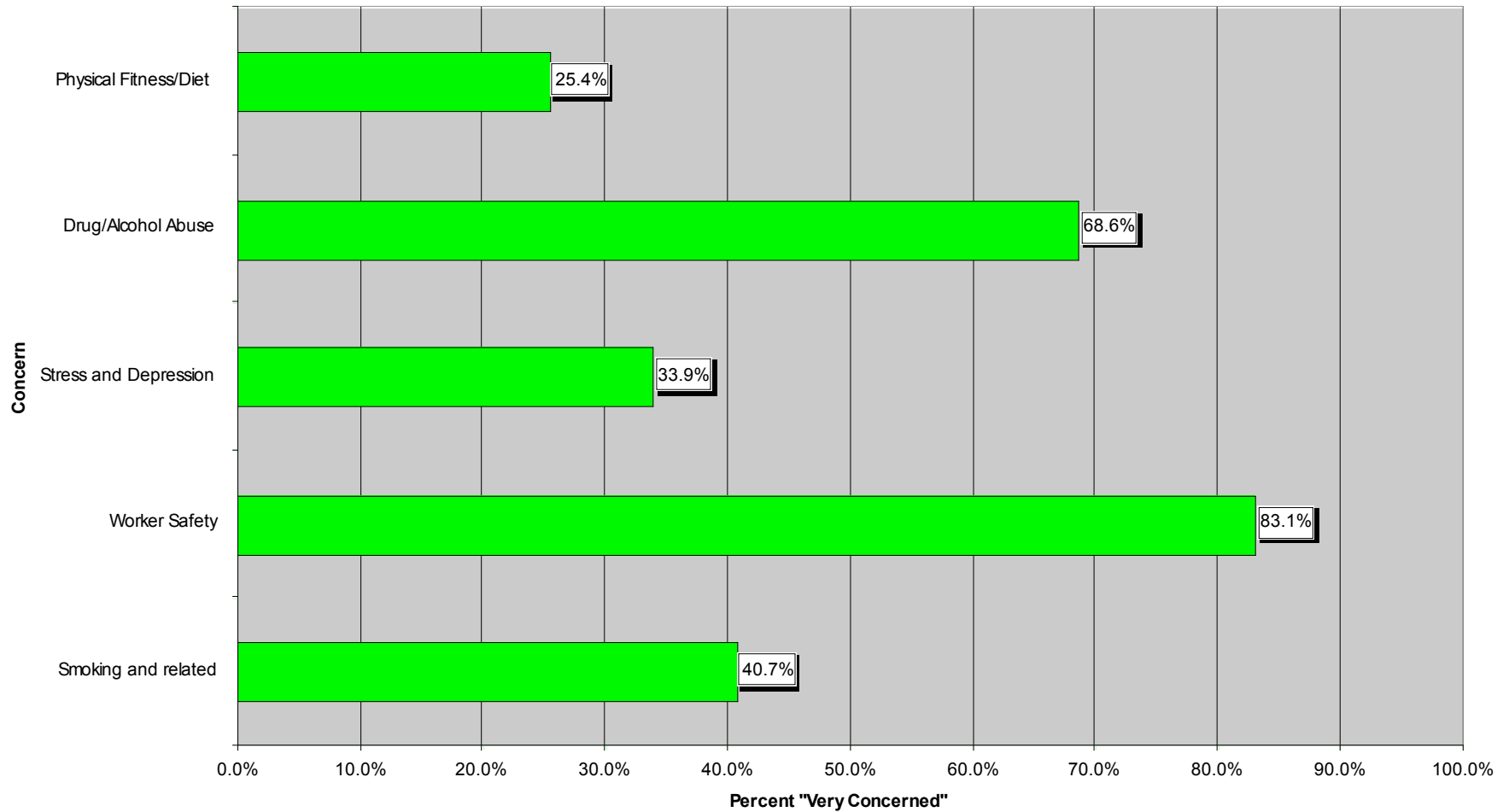
What are companies worried about? - Overall



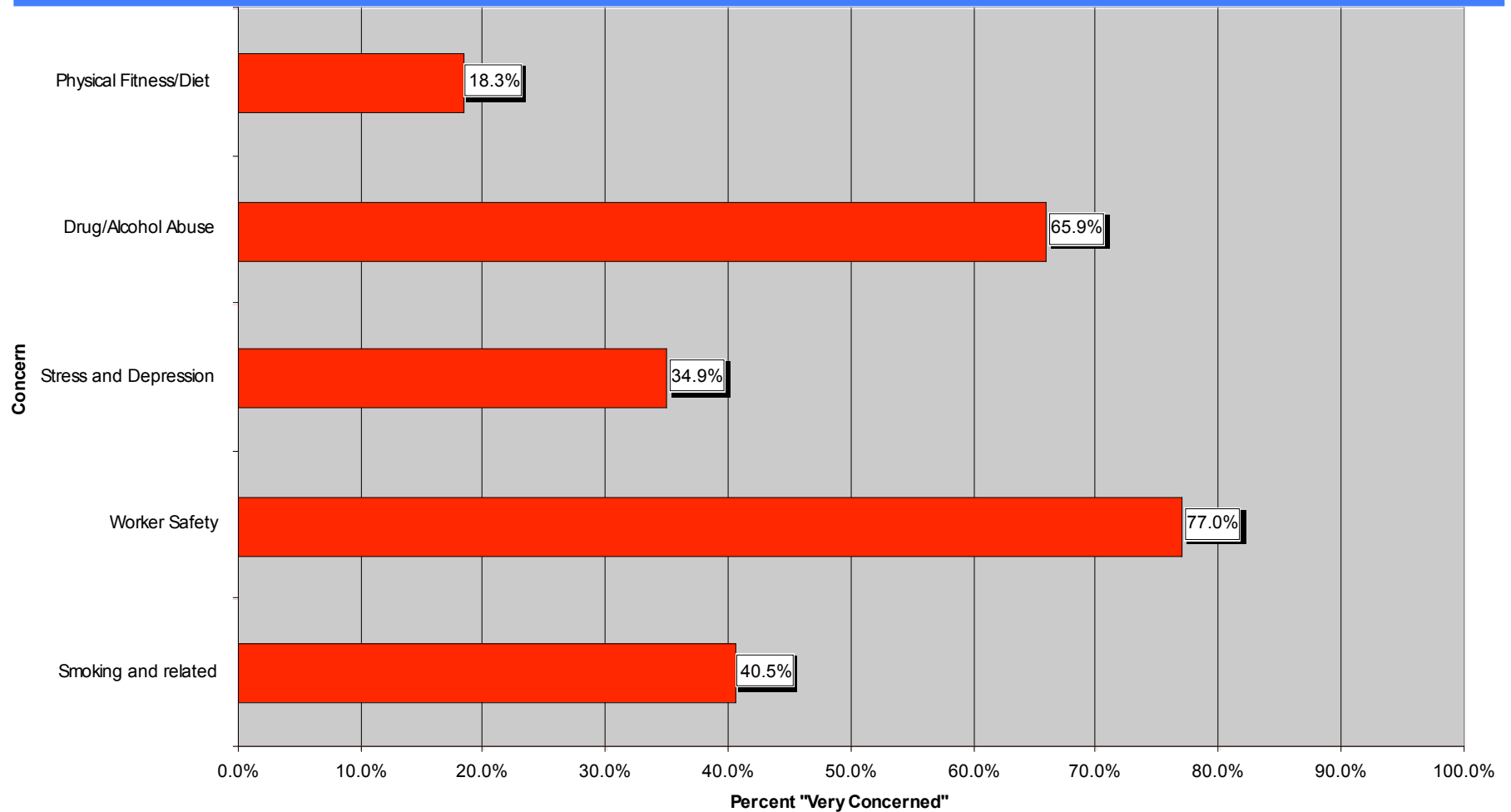
What are companies worried about? – Large Businesses



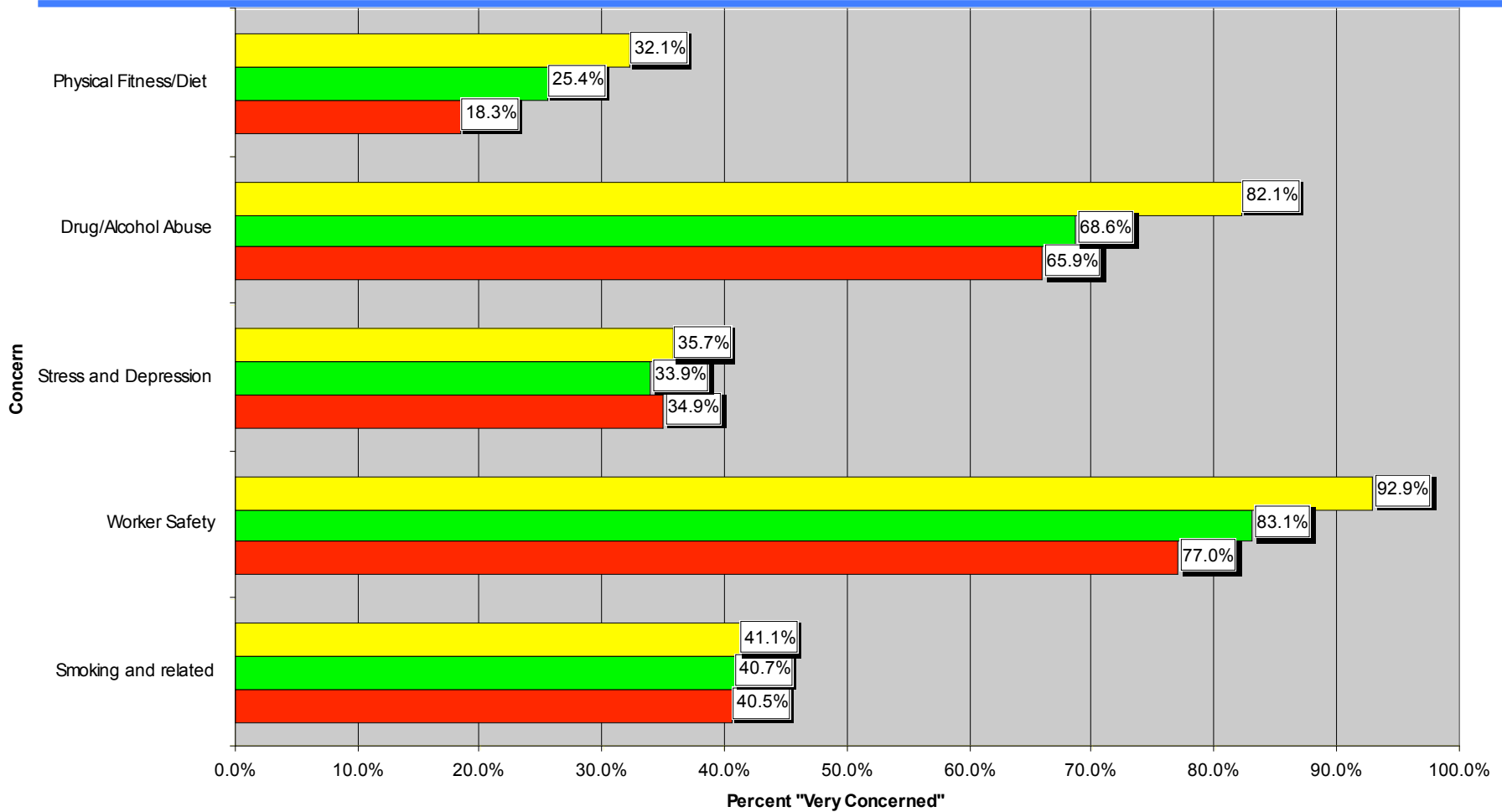
What are companies worried about? – Medium-Sized Businesses



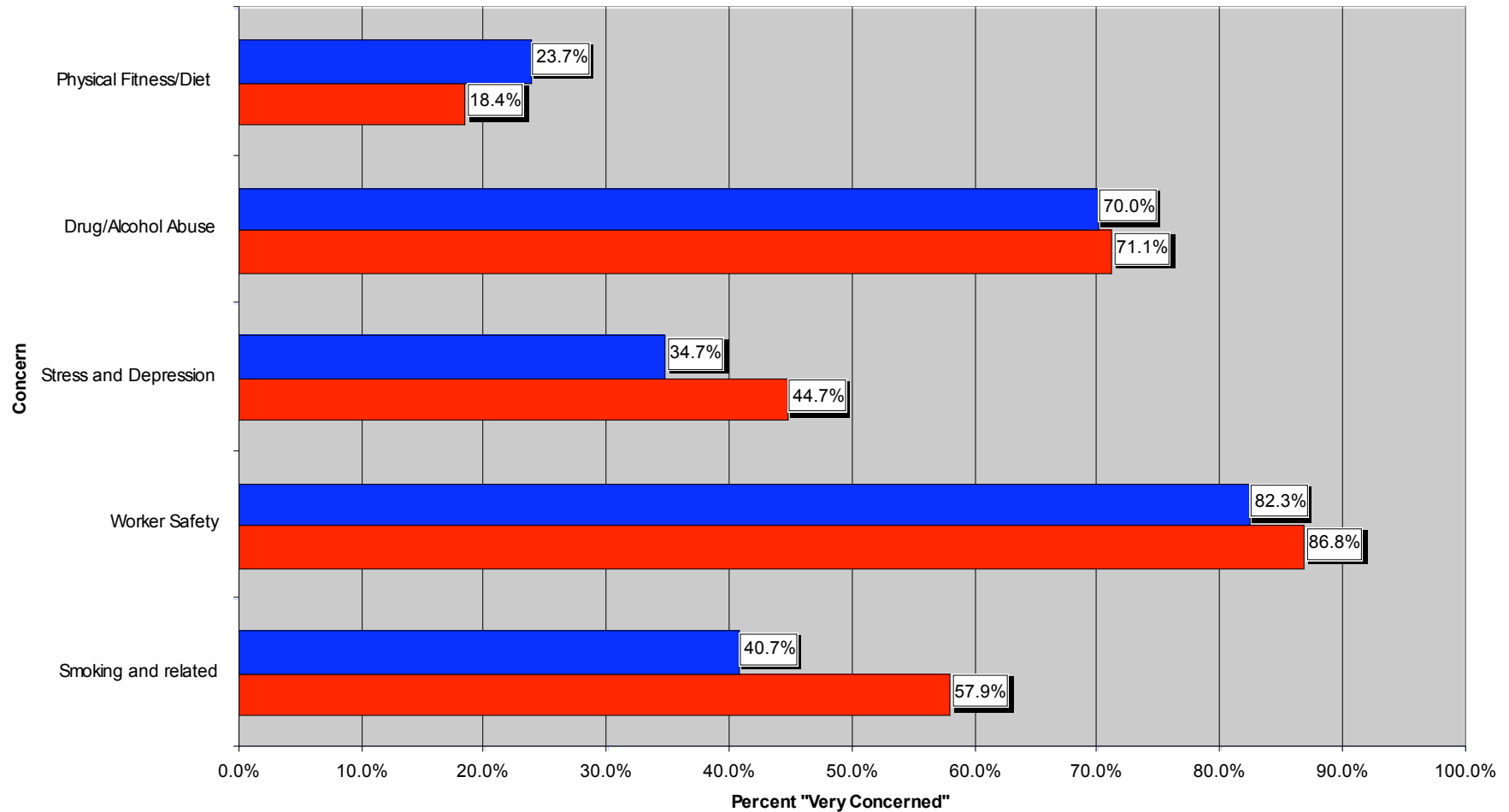
What are companies worried about? – Small Businesses



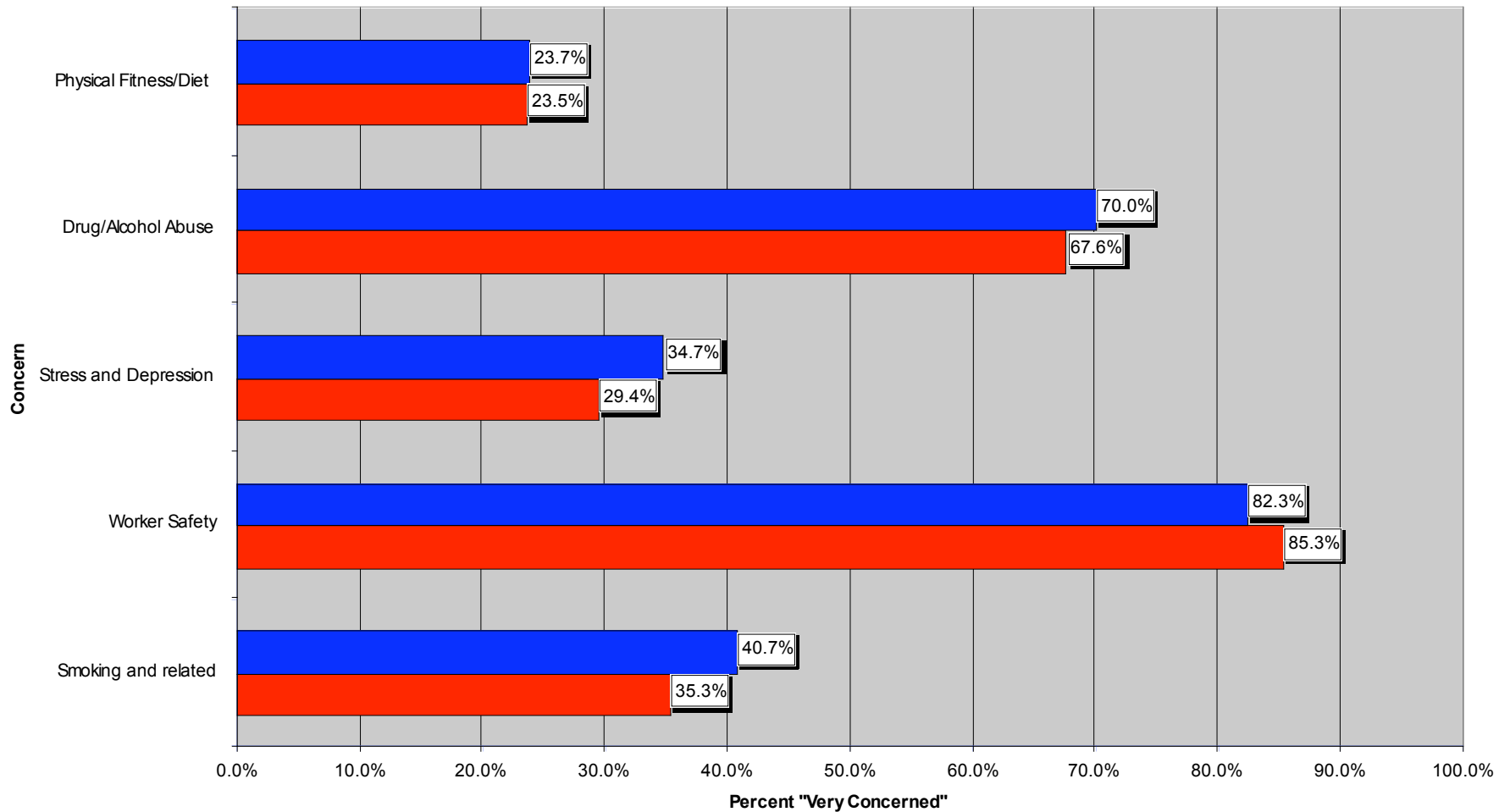
What are companies worried about? - All



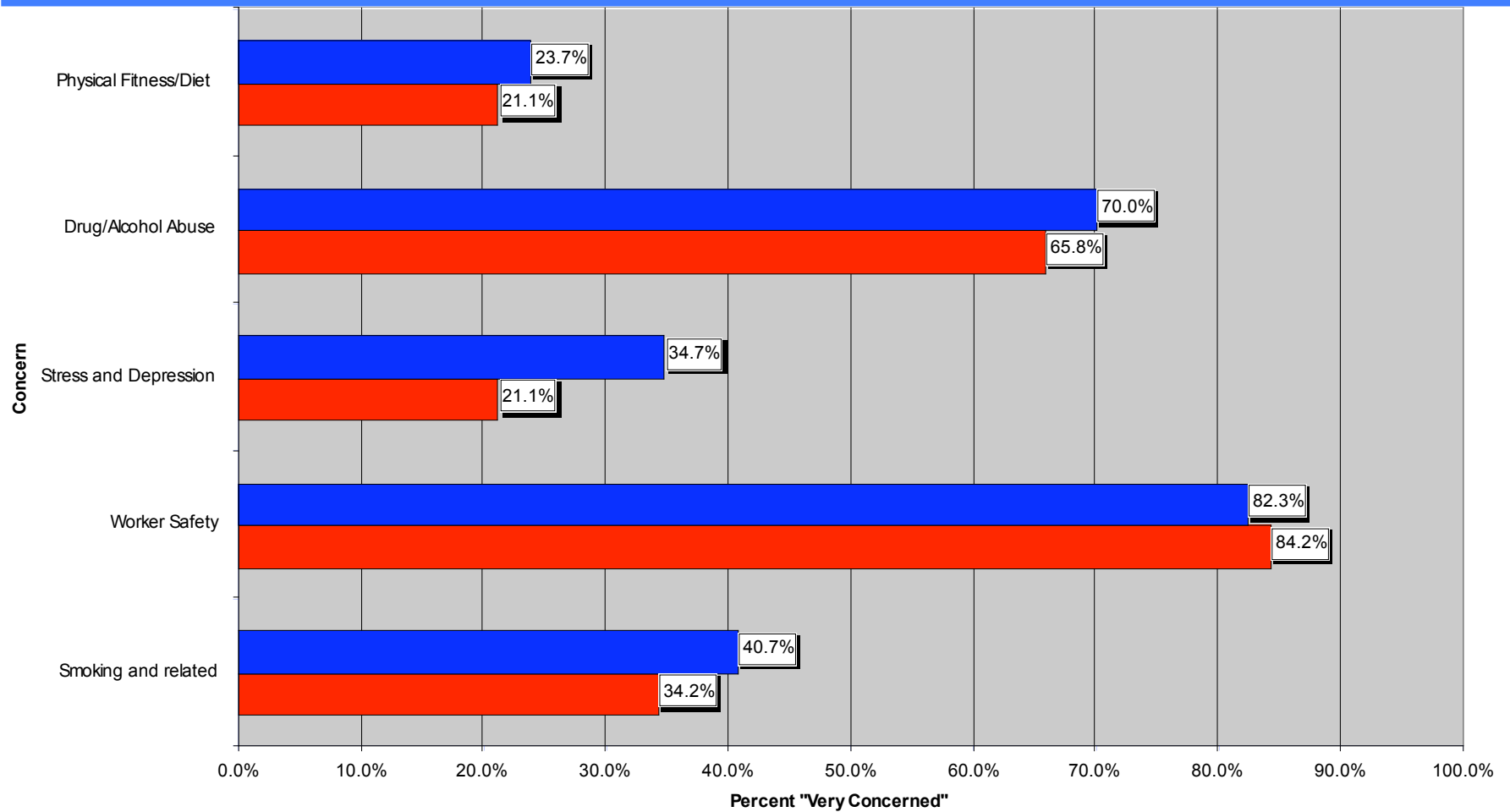
What are companies worried about? – Food and Related



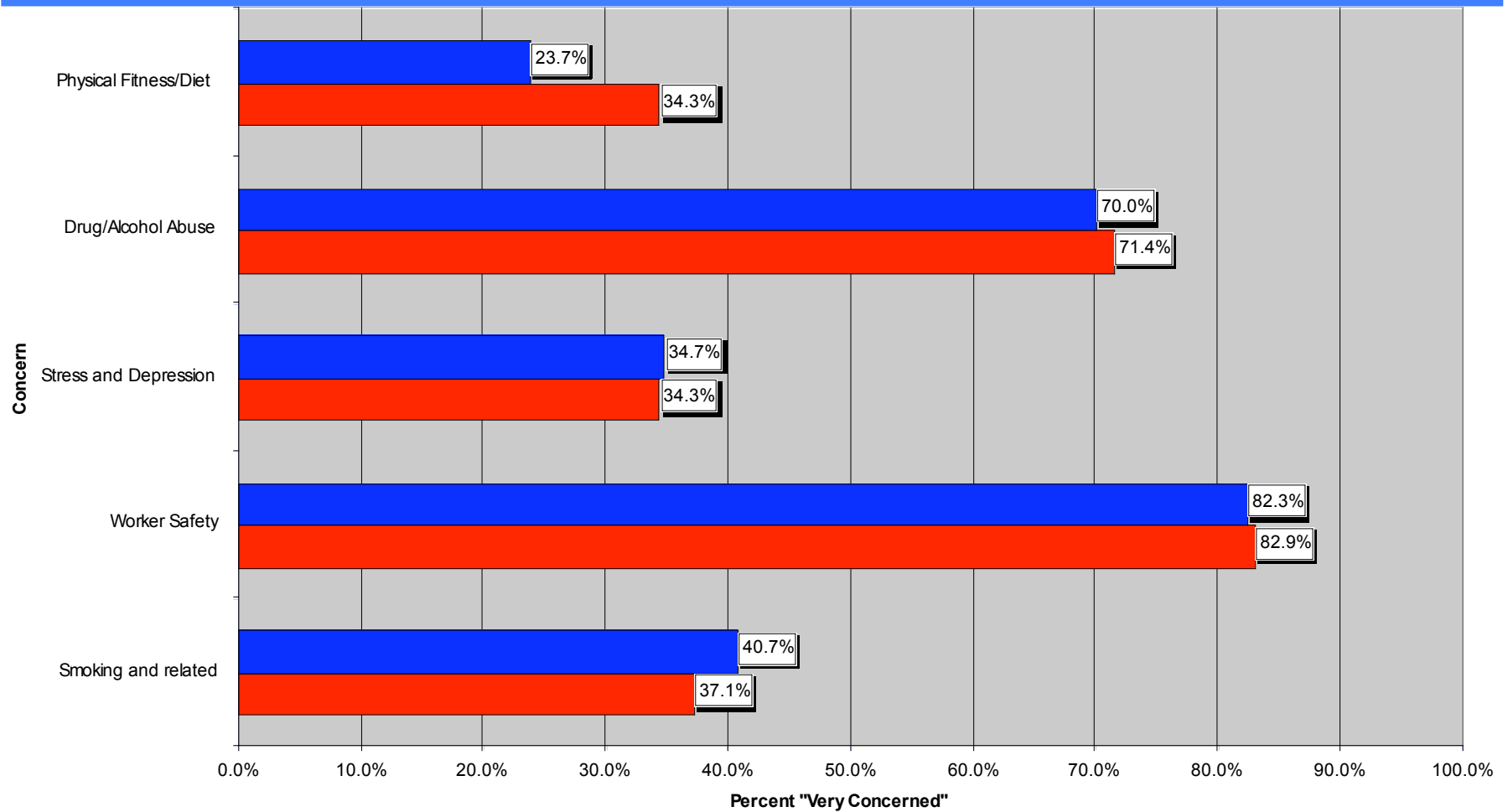
What are companies worried about? – Sales



What are companies worried about? – Production



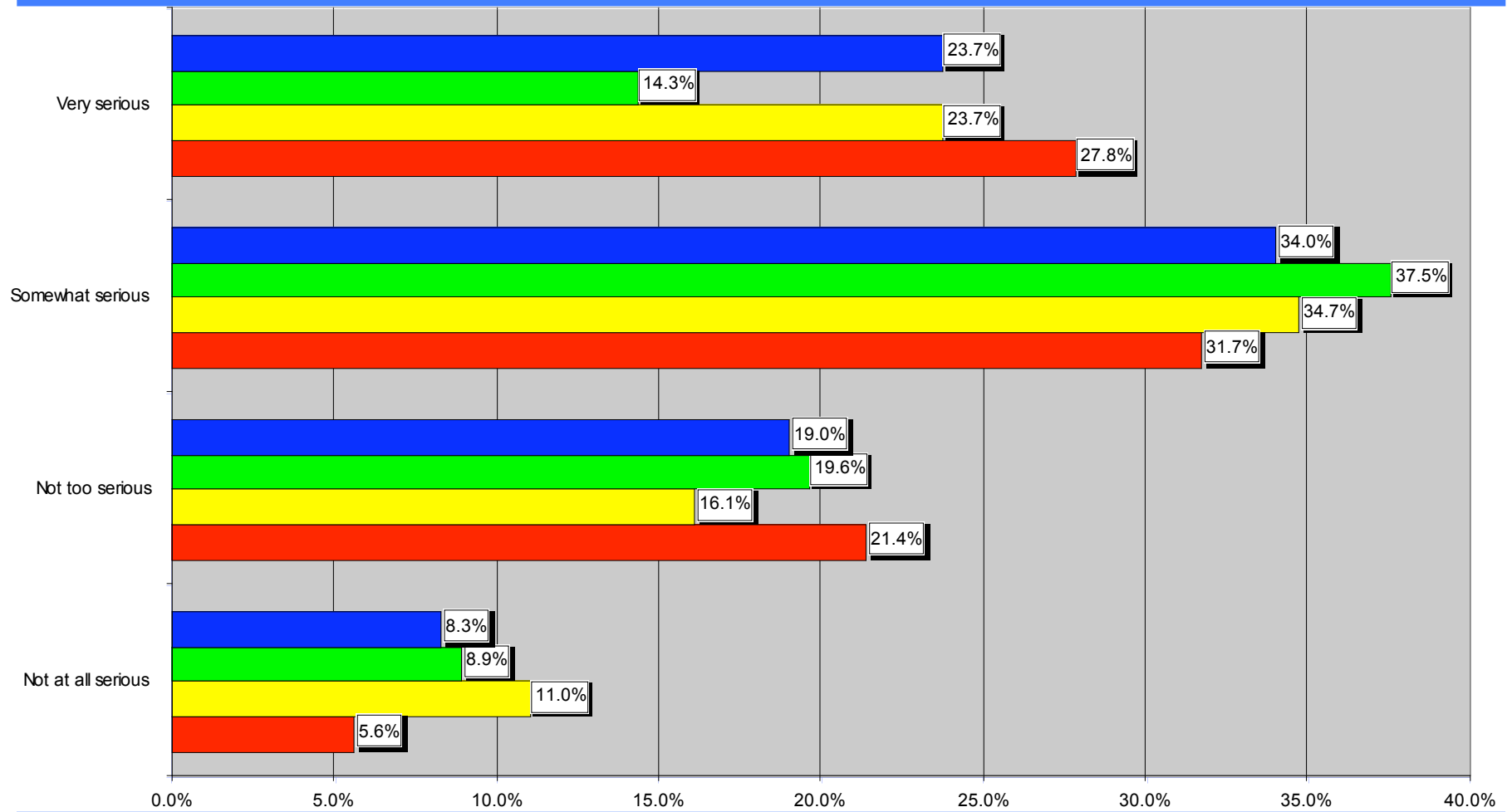
What are companies worried about? – Healthcare



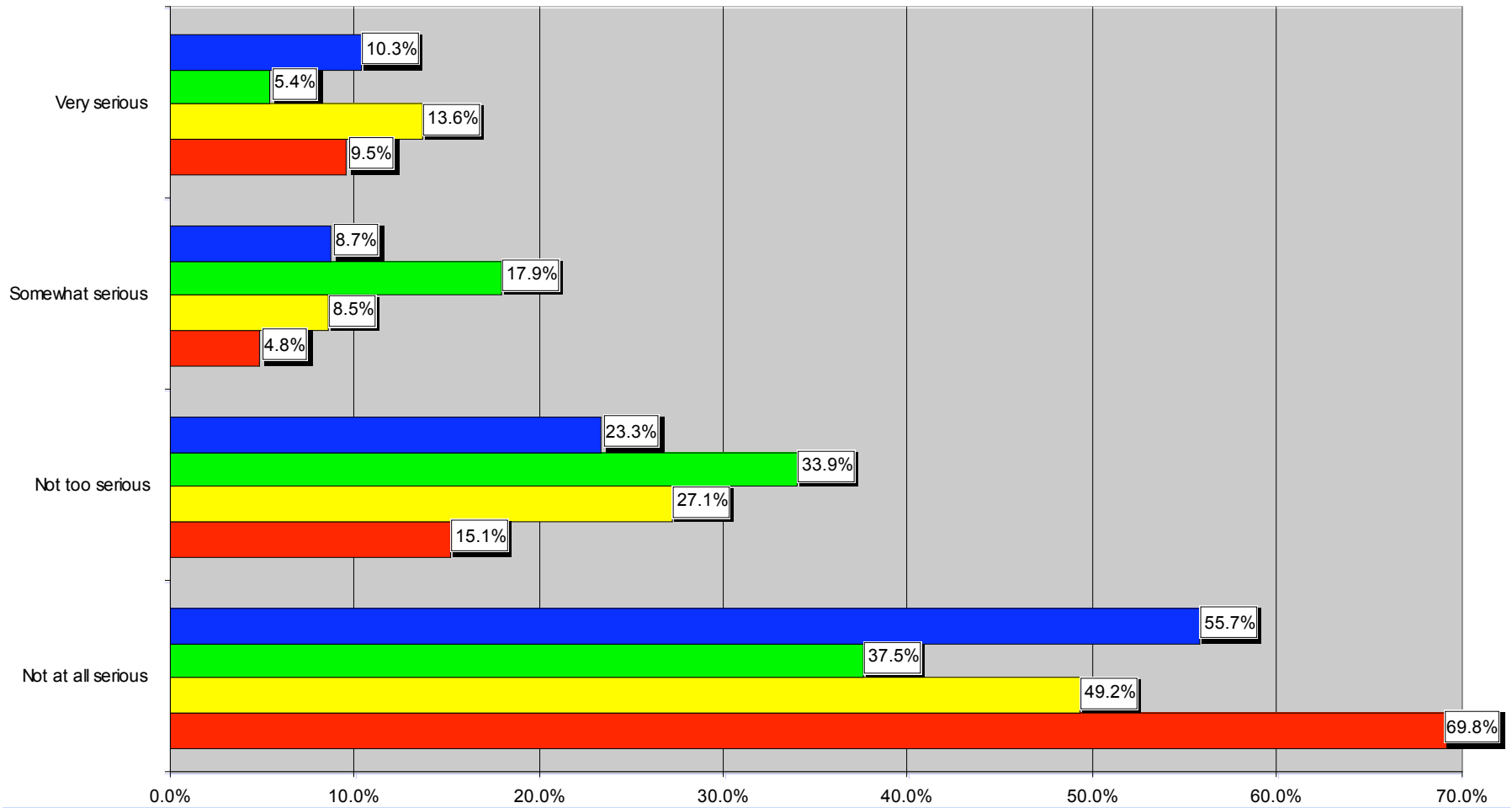
What are companies worried about?

- Drug and Alcohol abuse is second most important concern (70%), behind “worker safety” (82%)
- Larger companies more worried about drug and alcohol abuse and worker safety
- Food service companies much more worried about smoking and workers’ mental health
- Sales companies less worried about smoking, drug and alcohol abuse
- Production companies much less worried about smoking, mental health
- Healthcare companies are the most worried about physical fitness

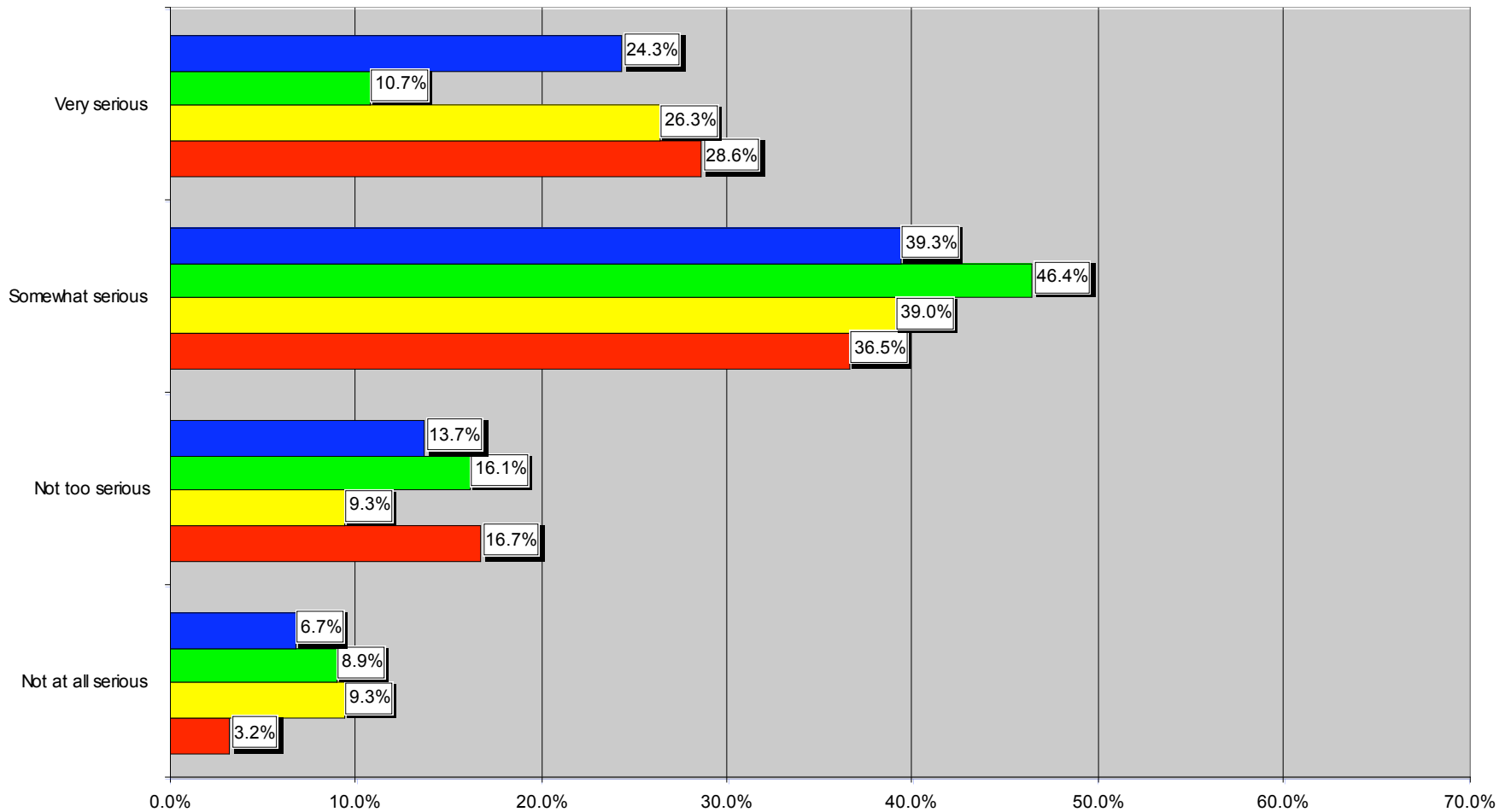
Drugs are a problem...



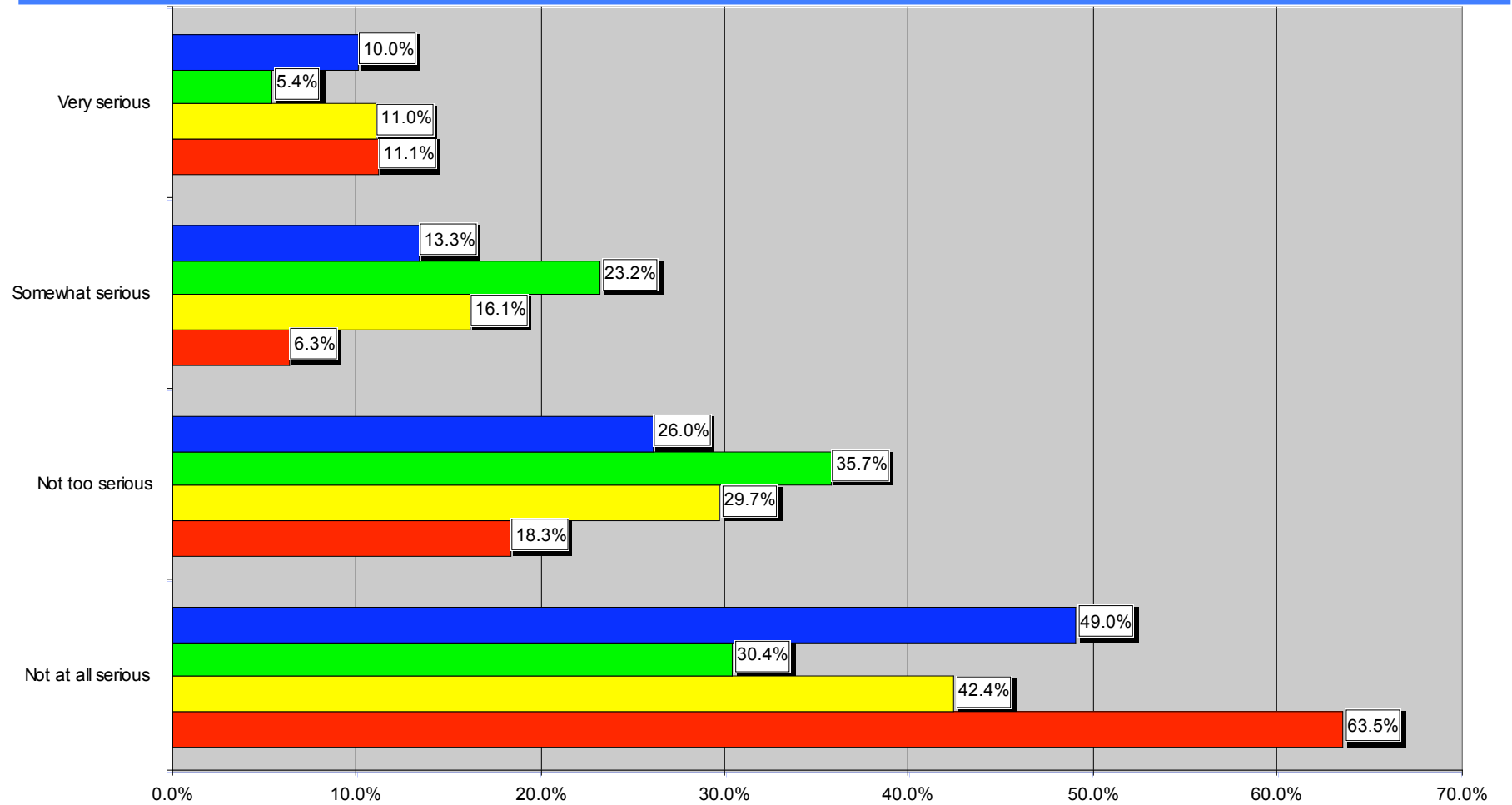
...But not in my company



Prescription Drug and Alcohol abuse also a problem...



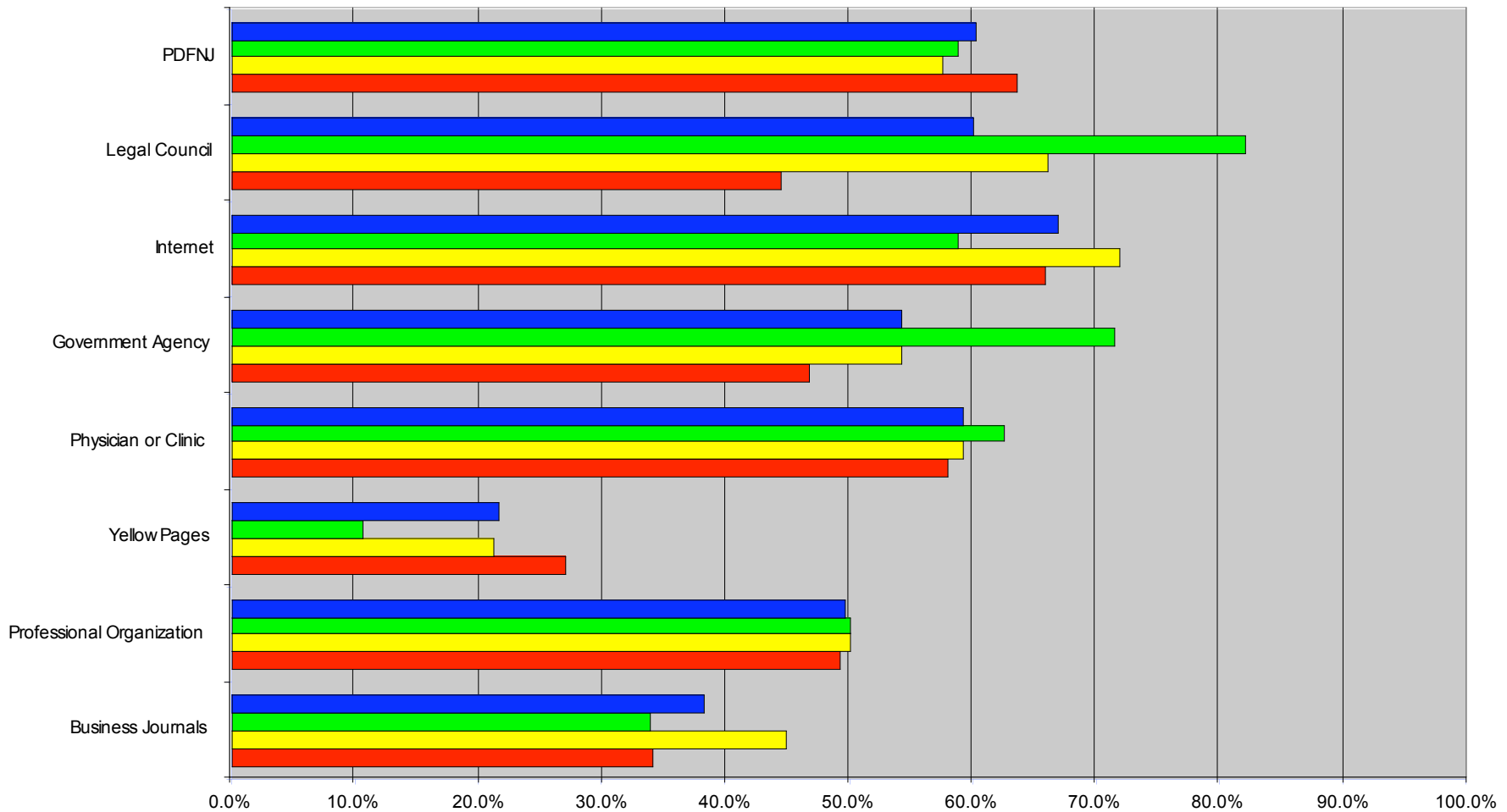
...But still not here



Information sources for establishing a drug-free program

- 75% of New Jersey businesses currently have a drug-free workplace program
- 93% of large businesses – but only 60% of small businesses
- Most adopted it because they were required to, by law or contract (30%), or in order to reduce workplace accidents (30%). Another 12% did so on the recommendation of their insurance carrier.
- But where do they get the information to come up with their program?

Information sources for establishing a drug-free program



Information sources for establishing a drug-free program

- For large companies, legal council is the primary source of information (82%), followed by government agencies (71%)
- Medium-sized companies are most likely to use the internet (72%) and legal council (66%)
- Smaller companies biggest sources of information are the internet (66%) and the Partnership (64%)

What's in the drug-free policy?

- 95% cover use of illegal drugs on the job; 93% cover alcohol use on the job
- Only half (50%) cover illegal drug use off of the job
- Only 1 in 3 (34%) cover alcohol abuse off of the job
- 60% cover prescription or OTC drug use
- Policies were also adopted quickly: 2 in 3 were initiated within three months of the decision to implement one. Most of the remainder were in place in less than six months

What's in the drug-free policy?

- 57% offer counseling – including 79% of large companies, and 45% of small companies
- 44% offer employee education
- 37% offer written materials
- 36% include management training, but only 24% of small companies
- 36% include an employee assistance program
- 34% offer training for supervisors or managers (mostly less than annually)
- 14% offer substance abuse prevention workshops (again, mostly less than annually)
- 8% offer parent training for employees

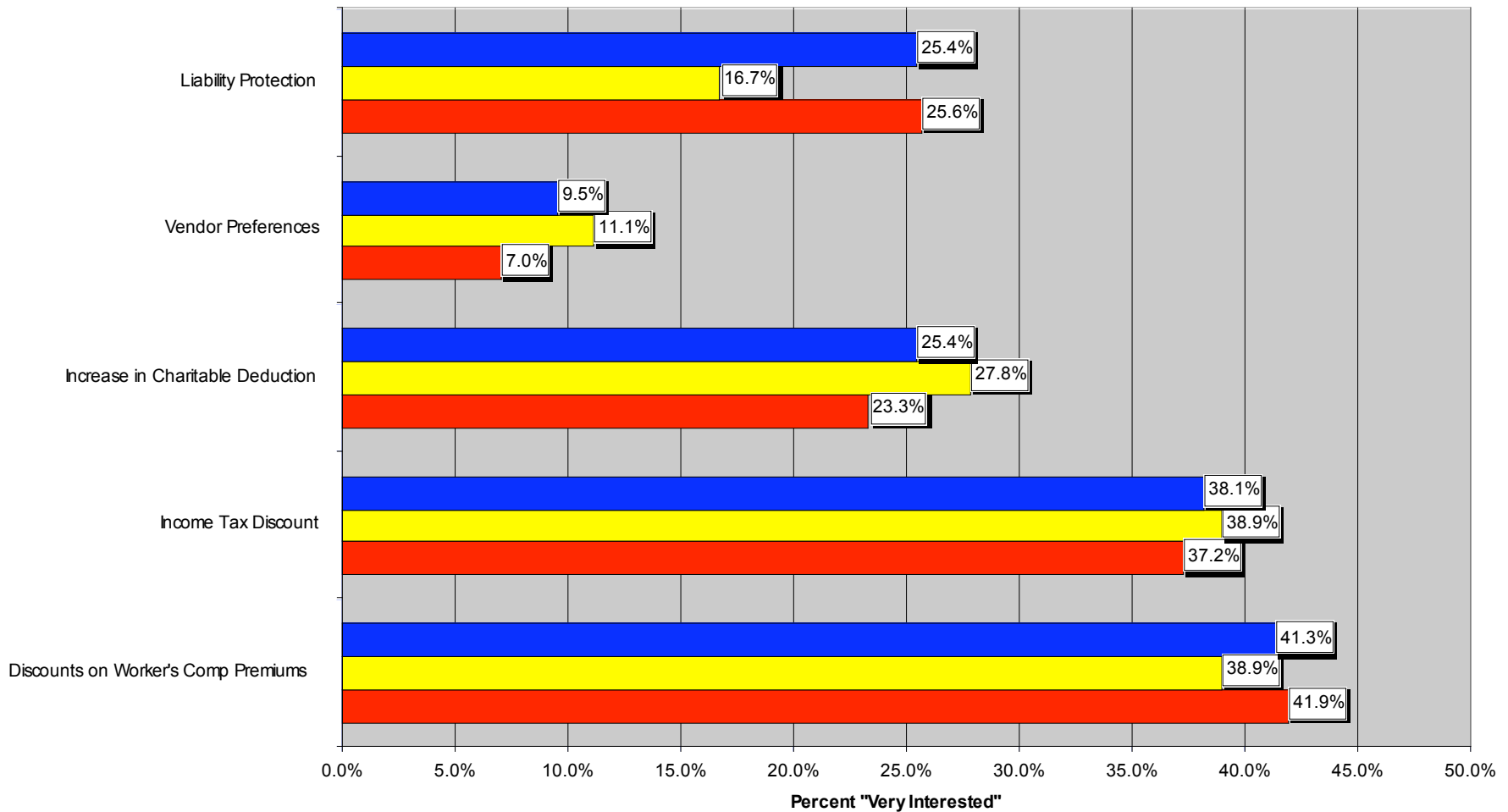
How effective have these policies been?

- 68% say that it's been "very" or "somewhat" effective at reducing accidents
- 67% say that it's been effective in increasing productivity; 60% say that it's been effective at reducing absenteeism
- 60% say that it's been "very" or "somewhat" effective at reducing worker's compensation claims
- 62% say that it's been effective at increasing morale

Updating the policy

- About 60% are updated annually: 5% are never updated
- HR Representatives are involved in the updates about 80% of the time
- Legal council is involved 59% of the time
- Union representatives are only involved in 11% of updates; employees are involved 31% of the time
- Businesses draw on the expertise of other businesses only 11% of the time

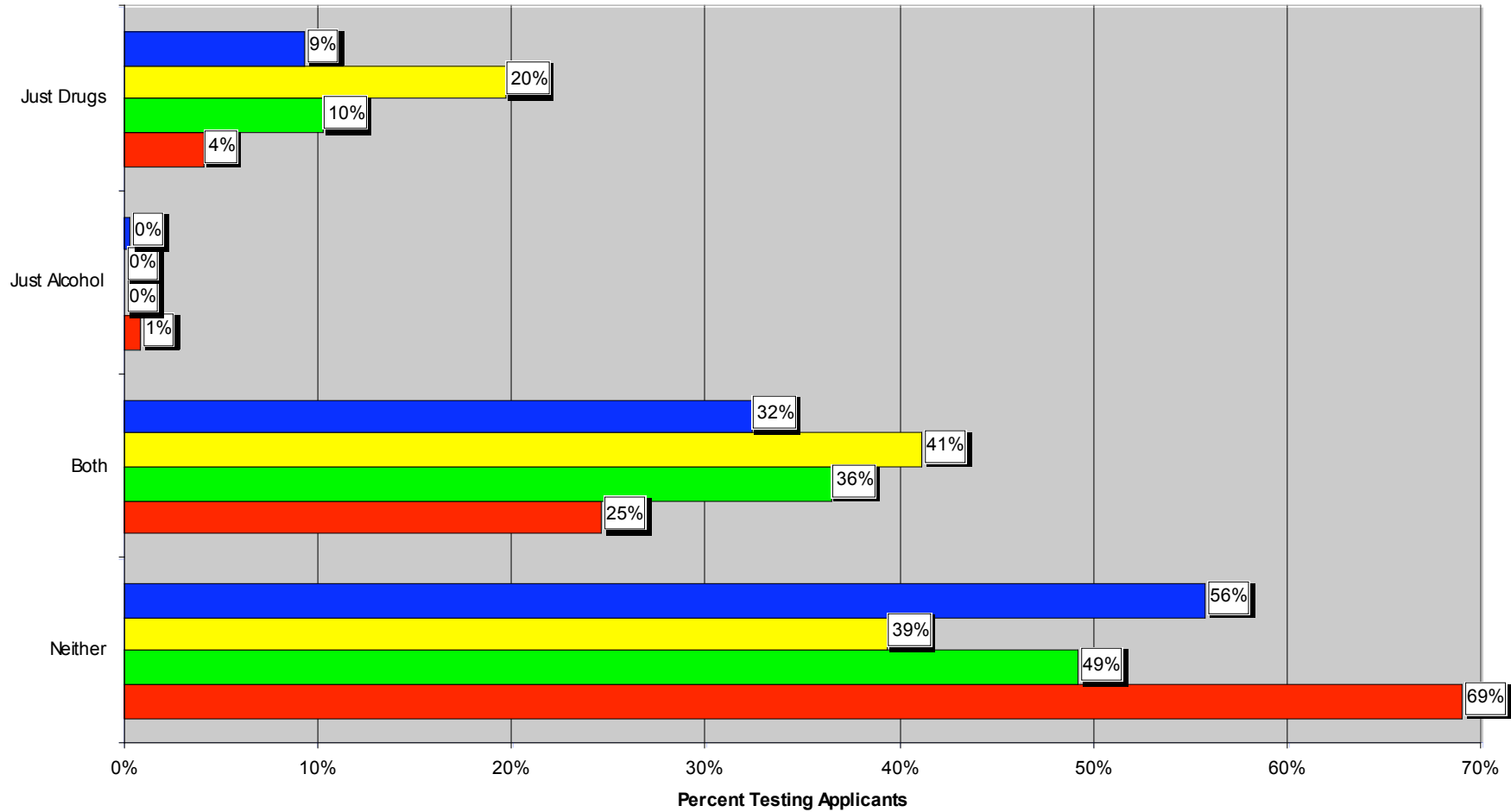
What incentives would encourage new policies?



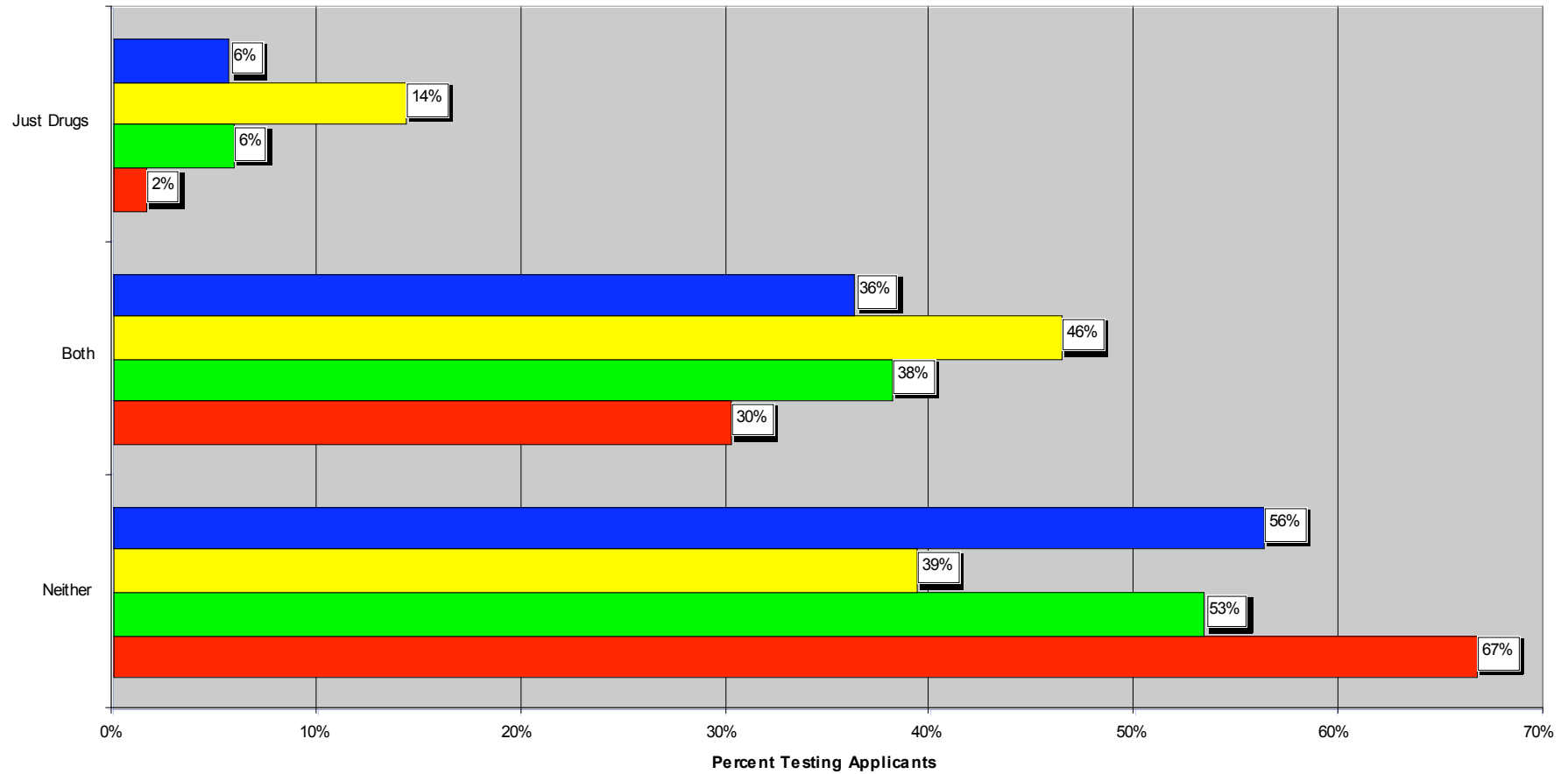
Drug Testing

- 1 in 4 small businesses (26%) test for all positions, compared with 55% of large companies
- Another 18% of businesses test for some, but not all positions
- 73% test current employees when a supervisor suspects a problem
- 58% test after a job-related accident
- 57% test upon professional recommendation
- 51% do periodic drug testing
- 50% test when employees return from a leave of absence
- 19% test as part of an annual physical (for non-CDL)

Pre-Employment testing for all applicants



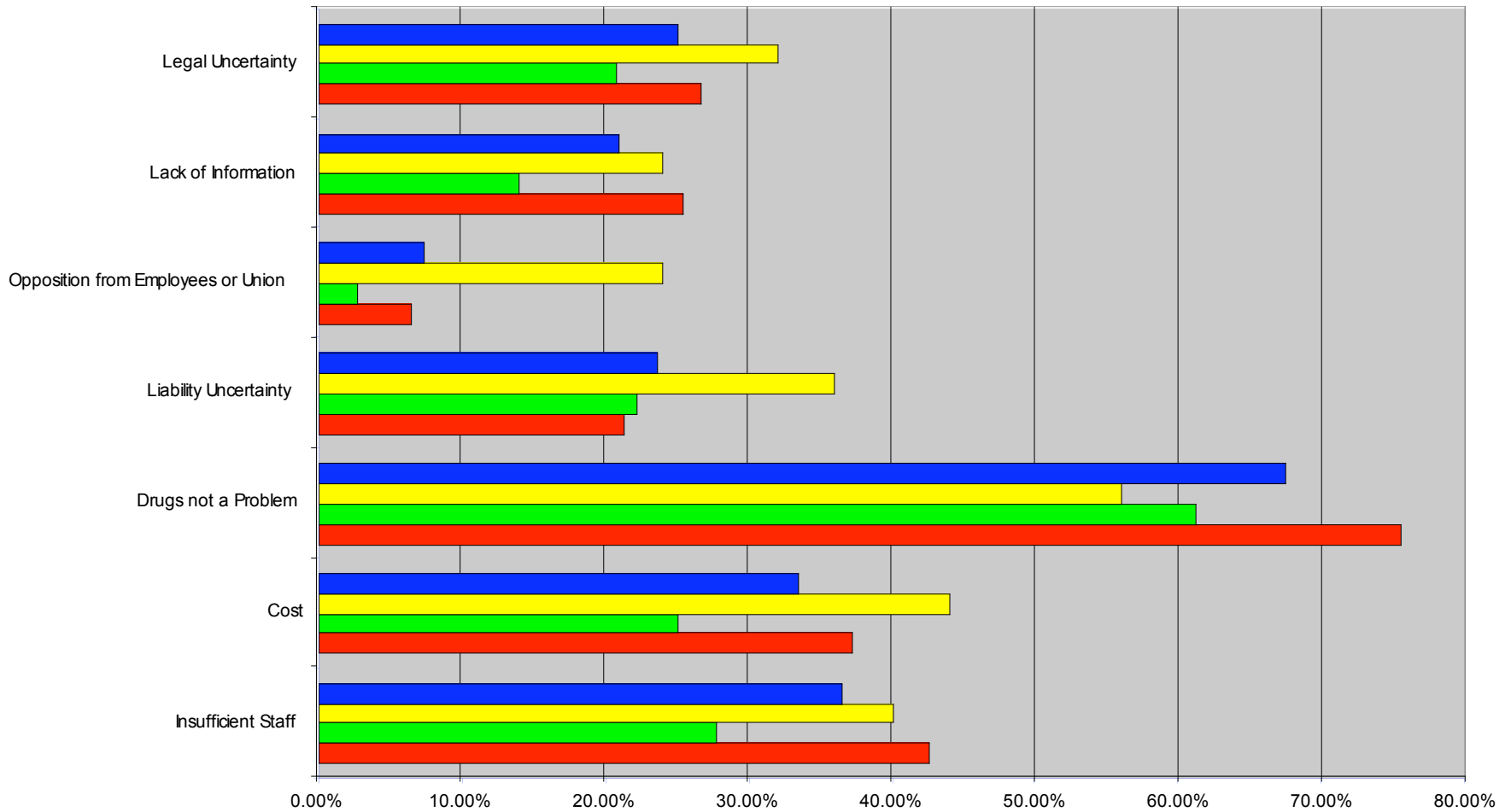
Testing of Current Employees



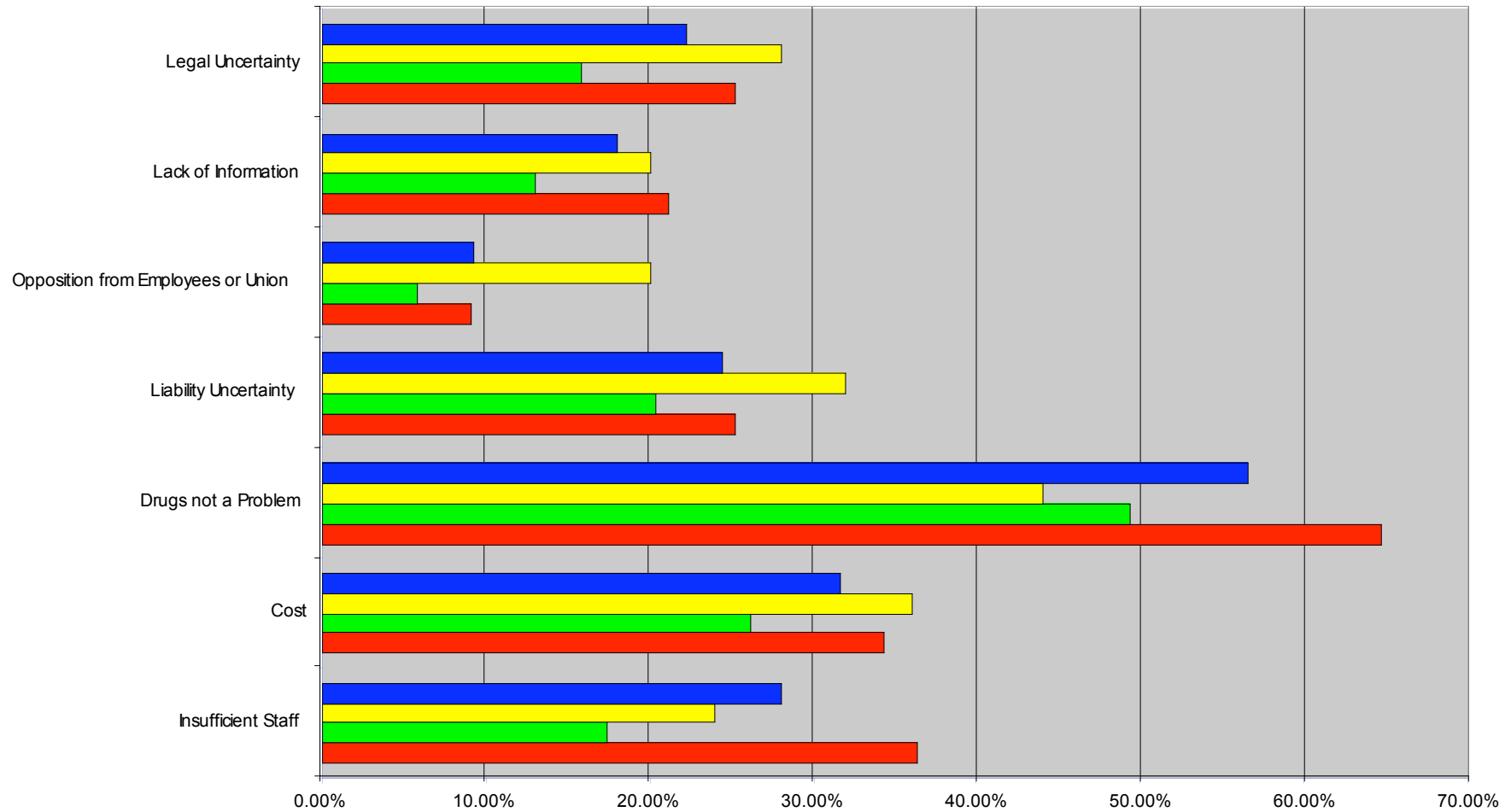
When an employee fails a drug test...

- 23% fire the employee
- 20% refer the employee to substance abuse counseling
- 17% put the employee on suspension or probation
- 12% ask the employee to resign
- 10% issue a reprimand
- 4% do additional testing

Why not test current employees?



Why not test applicants?



Effectiveness of these programs

- 54% of employers with a supervisor training program rate it as “very effective” at reducing substance abuse
- 42% say the same about their employee assistance program or substance abuse prevention workshops
- Written materials were considered the least effective – only 28% consider them “very effective”

Additions to the programs

- Most employers with programs aren't interested in adding to their programs in the near future
- Less than 10% of employers were interested in adding any of the programs
- The only exception was written materials – 20% would be interested in adding them in the next 12 months

Conclusions

- Employers consider drugs to be a problem
- ...but few employers think drugs are a problem among their employees
- Lack of information as a barrier to new programs
- Programs rarely updated
- Those with programs say that they're very effective
- Role of PDFNJ