



STATEMENT IN SUPPORT OF EMPLOYER'S RIGHTS

Proposed changes to drug policies that call for the restriction of employer/employee rights to a safe and drug-free workplace are a threat to public safety. This includes any public policy that directly conflicts with the Safe and Drug-free Workplace Act while portraying drug testing programs as discriminatory but offer no evidence of ineffective drug-free workplace programs in case study.

Drug free workplace models, including The US Department of Transportation and the U.S. Armed Forces, provide considerable data that drug-free workplace programs achieve significant improvements in safety and productivity measures.

Employee drug use costs the U.S. Economy over \$246 billion annually¹ from decreased productivity, employee turnover, increased medical costs for accidents, and theft. Workers who choose to use recreational cannabis have 75% more absenteeism, 55% more industrial accidents, and 85% more workplace injuries than workers who choose to remain drug-free². It is widely known that all illicit drug use substantially threatens workplace safety and productivity while endangering workers.

Drug free workplace programs educate the workforce about the risks associated with drug use and provide assistance for employees struggling with substance addiction and abuse. It is vital to educate employers and employees to identify drug use, implement preventative testing programs, and provide employee assistance programs. Education and treatment programs achieve higher rehabilitation and employee retention rates making the workforce stronger while contributing to healthy families, improving community infra-structure, and sustaining economic growth.

The positive impact and deterrent value of workplace drug testing includes increased workplace wellness, improved safety, increased productivity, higher morale, reduced accidents, reduced injuries while lowering the cost of doing business. Workplace drug policies that are consistently enforced have proven success of lowering employee drug use rates by as much as 50%³.

It is imperative to understand that workplace drug testing programs were implemented in the U.S. following catastrophic failures, such as the deadly U.S.S. Nimitz disaster of 1981 that claimed 14 lives and the devastating 1987 railway crash in Chase, Maryland that claimed 16 more. These tragic incidents were pivotal in the creation of drug testing protocols and workplace standards that value, protect, and increase public health and safety as well as the overlooked employee's health and safety.

The National Drug and Alcohol Screening Association advocates for safe and drug-free workplaces and communities through legislative advocacy, education, training and excellence in screening services. As the largest membership association in the U.S. representing standards of testing for substances of abuse and Recovery Ready Workplace policies, our membership insists upon policies that ensure continued worker safety protections, the highest level of safety standards, employer's rights to maintain safe workspaces and the responsibility to make public safety our highest priority.

Please contact info@ndasa.com for more information or visit: www.ndasa.com

¹ "The Economic Costs of Alcohol and Drug Abuse in the United States" National Institute on Drug Abuse, Rockville, MD, 1992

² Crites-Leoni, Abbie. *Journal of Legal Medicine* (1998): 273-280. Journal

³ Dr. Sample, Barry. Drug Test Trends. Quest Diagnostics Drug Test Index Data