

# The Exchange

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A Publication of the  
Chester County  
Department of  
Drug and Alcohol  
Services

Kim P. Bowman

MESSAGE FROM THE DIRECTOR

## Message from the Director

### DRUGS IN THE WORKPLACE

(Reprinted, in part, from the Substance Abuse and Mental Health Services Administration)

Chances are you know someone with an alcohol or drug problem and have seen how addiction affects their family life but, have you ever stopped to think about how a person's addiction to drugs or alcohol does not stop and start at their front door? People with drug and alcohol problems are not likely to leave those problems behind when they go to work. Addiction or substance use in the workplace causes numerous problems for the employer, employee and their co-workers.

#### How does substance abuse impact the workplace?

##### *Substance abuse lowers productivity.*

- ✦ Problems related to alcohol and abuse cost American businesses roughly \$81 billion in lost productivity in just one year.
- ✦ Studies have shown that substance-abusing employees function at about 67% of their capacity.

##### *Substance abuse causes accidents and injuries.*

- ✦ Up to 40 percent of industrial fatalities and 47 percent of industrial injuries can be linked to alcohol use and alcoholism.
- ✦ Employees who use drugs are 3.6 times more likely to be involved in a workplace accident and 5 times more likely to file a worker's compensation claim.



#### *Substance abuse increases absenteeism and turnover.*

- ✦ An estimated 500 million workdays are lost annually due to alcoholism.
- ✦ Employees who use drugs are 2.2 times more likely to request time off, 2.5 times more likely to have absences of eight days or more, and 3 times more likely to be late for work.
- ✦ Illicit drug users are more than likely than those who do not use drugs to have changed employers three or more times in the past year.

#### *Substance Abuse increases an employer's medical costs.*

- ✦ Employees who use drugs cost their employers twice as much in medical claims as do non-drug-using employees.

And this issue may be more prevalent than you think..... "workplace alcohol use and impairment affect an estimated 15 percent of U.S. workers, or 19.2 million Americans".

#### Who is using drugs in the workplace?

A survey by the federal government showed full-time employees who admitted to being current illicit drug users tended to be:

- ◆ Between the ages of 18 and 25
- ◆ Male
- ◆ White
- ◆ Less educated
- ◆ Divorced or never married
- ◆ Low paid



However, it is interesting to note that "in a large study of illicit drug use in a highly educated workforce, 42 percent of respondents reported using mood-altering prescription drugs".

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According to the U.S. Department of Health and Human Services, “workers in construction and mining, wholesale, and retail industries are 25 percent to 45 percent more likely to have a serious alcohol problem than the average U.S. worker”. Industries with the highest rates of illicit drug use include:

- ◆ food preparation workers
- ◆ waiters, waitresses, and bartenders
- ◆ other service occupation workers
- ◆ workers in transportation and material moving

With a problem this widespread, it is important for employers to develop and implement a drug-free workplace program. Hallmarks of an effective drug-free workplace program include: a written policy, employee education, supervisor training, access to assistance and drug testing.

The Department of Health and Human Services, Substance Abuse and Mental Health Services Administration (SAMHSA) has a new toolkit available to businesses that provides everything needed for a workplace to develop effective drug-free workplace policies and programs. This free kit, suitable for all sizes of workplaces, can be accessed through the following web site: [www.workplace.samhsa.gov/WPWorkit/assess.html](http://www.workplace.samhsa.gov/WPWorkit/assess.html) or phone 1-877-726-4227.

*Kim P. Bowman*

Director, Chester County  
Department of Drug and Alcohol Services



## IN VIEW

### About National Alcohol and Drug Addiction

### Recovery Month 2008...

(<http://www.recoverymonth.gov/2008/kit/default.aspx>)

During National Alcohol and Drug Addiction Recovery Month each September, communities across the country join together to help people recognize that alcohol and other drug addictions are treatable diseases. The 2008 National Alcohol and Drug Addiction Recovery Month theme is “*Join the Voices for Recovery: Real People, Real Recovery*”. This year Recovery Month will celebrate those in recovery and the treatment and recovery support providers who help them.

Treatment and long-term recovery from substance use disorders changes lives. Alcohol and other drug addictions not only impacts the individual, but it takes a toll on their families, as well as the communities in which they live.

As many as 22.6 million people, aged 12 or older in the United States, are currently facing a substance use disorder, according to the latest national figures. This is more than the number of people living with coronary heart disease, cancer or Alzheimer’s disease combined. Unfortunately, there is a gap between the need and the number who obtain treatment.

It is critical to offer people and their families the treatment and recovery support they need for substance use disorders so they may lead more productive and fulfilling lives, personally and professionally. Recovery is possible and demonstrated daily in our communities by untold numbers of people from all walks of life. By educating our community members that substance use disorders are a treatable, yet serious health care problem, we can improve the quality of life of the entire community.

We need to recognize the achievements of those who seek treatment services, those who gain recovery, celebrate their successes, and find help for those still in need. Please join the Chester County Department of Drug and Alcohol Services in this nationwide celebration of people in recovery from substance use disorders, their families and the treatment and recovery support providers who help them. For more information on Recovery Month log onto: <http://www.recoverymonth.gov/2008/kit/default.aspx> or contact The Coad Group, Community Prevention Department at 610-363-6164 or 1-800-914-1117.



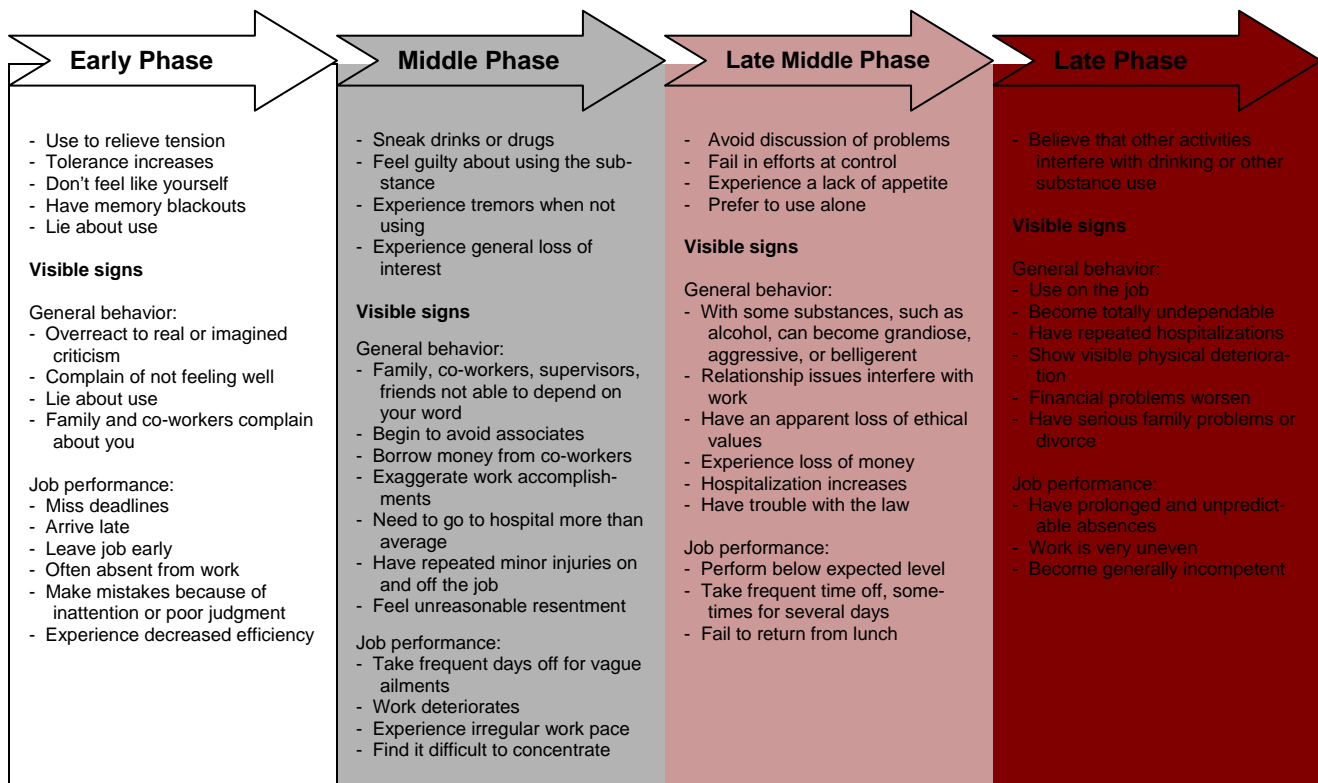
# Effects of Alcohol and Other Drugs on Job Performance and Family

**FACT SHEET**

Some people think about their use of alcohol or other drugs, but they are not convinced they have a problem. Other people are secretly concerned, but they minimize the extent of the problem by blaming other people or circumstances. Still others realize they have a problem - perhaps family members or employers have told them that they "need some help" - but they aren't sure how serious it is or what help is available.

This fact sheet presents some of the possible effects of alcohol and other drug use. It presents them by phases of use - early, middle, late middle, and late phases - and it emphasizes the visible signs in general behavior and job performance for each phase. The fact sheet does not, however, provide a way for you to diagnose whether you have an alcohol or drug problem, or the seriousness of a problem. You should not assume a diagnosis of alcoholism or other addiction, even if you are experiencing some of the visible signs and symptoms listed below.

The struggle for answers about alcohol and drug problems can be difficult. Without expert assessment and diagnosis, it can entail an exhausting search without easy resolution. But confidential diagnosis and assistance can be helpful at any point along the continuum, and it is better to seek and get such help sooner rather than later.



If you recognize yourself in any of these indicators, perhaps it is time to get help. There are confidential ways to determine if you need help and, if so, where to get it. To access drug and alcohol services under your commercial health insurance plan, please use the phone number listed on the back of your membership card or contact one of our county contracted outpatient clinics:

Kennett Square/Oxford – NHS of Chester County  
 West Chester – Gaudenzia, Inc.  
 Phoenixville – NHS of Chester County  
 Exton – Center for Addictive Diseases  
 Coatesville – Riverside Care

610-444-0555  
 610-429-1414  
 610-933-0400  
 610-648-1130  
 610-383-9600

# Mark Your Calendar



## NATIONAL OBSERVANCES / LOCAL EVENTS:

**August 5, 2008:** National Night Out - [www.natw.org](http://www.natw.org)

**September 2008:** National Alcohol and Drug Addiction Recovery Month - [www.recoverymonth.org](http://www.recoverymonth.org)

**September 9, 2008:** Fetal Alcohol Spectrum Disorder Day - [www.fascenter.samhsa.gov](http://www.fascenter.samhsa.gov) or 1-866-STOPFAS

**September 21, 2008:** 7<sup>th</sup> Annual Walk for Recovery from Alcohol & Other Drug Addictions - For more information contact Fred Martin at 215-923-1661 or [fmartin@bccadd.org](mailto:fmartin@bccadd.org)

**September 27, 2008:** "Males Cooking For You" sponsored by Phoenixville Area Positive Alternatives and Phoenixville Communities That Care - 5:00 p.m.-11:00 p.m. For more information contact Dolores Winston at 610-917-9675 or [Phxctc@yahoo.com](mailto:Phxctc@yahoo.com)

## TRAINING OPPORTUNITIES:

For a list of upcoming trainings, log onto the following web sites:

- PA Dept. of Health, Bureau of Drug and Alcohol Programs - <http://bdap.health.state.pa.us/btms>
- Gaudenzia Training Institute - [www.gaudenzia.org](http://www.gaudenzia.org)

## 2008 RECOVERY WALKS



7th Annual Walk for Recovery from Alcohol & Other Drug Addictions

### SUNDAY SEPTEMBER 21

Opening ceremonies start at 10 a.m.  
Historic Memorial Hall  
West Fairmount Park  
4231 North Concourse Drive  
Philadelphia, PA 19131

**Barbeque after the walk!**

Contact  
Fred Martin  
215-923-1661  
[fmartin@bccadd.org](mailto:fmartin@bccadd.org)



## SAVE THIS DATE ...



### Phoenixville's Evening in Black & White "Males Cooking For You"

Saturday, September 27, 2008  
Franklin Commons  
400 Franklin Avenue  
Phoenixville, PA 19460  
5:00 p.m.-11:00 p.m.  
"After 5" Black & White Attire

Food Tasting/Networking/Silent Auction/Dancing  
Event Tickets: \$40 Two Tickets for \$75  
Application Fee For Male Cooks/Chefs \$10  
For More Information Contact Dolores Winston  
(610)917-9675 or Email [Phxcto@yahoo.com](mailto:Phxcto@yahoo.com)  
Ticket Locations - Phoenixville Recreation Department, 123 Main Street,  
Phoenixville - 610-917-9675

# FAMILY CORNER

(Reprinted from [www.collegedrinkingprevention.gov](http://www.collegedrinkingprevention.gov))



*As the fall semester begins, parents can use this important time to help prepare their college-age sons and daughters by talking with them about the consequences of excessive drinking. The following are some tips from the National Institute on Alcohol Abuse and Alcoholism:*

## Parents of a College Freshman - Staying Involved

- Pay special attention to your son's or daughter's experiences and activities during the crucial first 6 weeks on campus. With a great deal of free time, many students initiate heavy drinking during these early days of college, and the potential exists for excessive alcohol consumption to interfere with successful adaptation to campus life. You should know that about one third of first-year students fail to enroll for their second year.
- Find out if there is a program during orientation that educates students about campus policies related to alcohol use. If there is one, attend with your son or daughter, or at least be familiar with the name of the person who is responsible for campus counseling programs.
- Inquire about and make certain you understand the college's "parental notification" policy.
- Call your son or daughter frequently during the first 6 weeks of college.
- Inquire about their roommates, the roommates' behavior, and how disagreements are settled or disruptive behavior dealt with.



- Make sure that your son or daughter understands the penalties for underage drinking, public drunkenness, using a fake ID, driving under the influence, assault, and other alcohol-related offenses. Indicate to them that you have asked the college/university to keep you informed of infractions to school alcohol policies. [For alcohol policies on college campuses see [www.collegedrinkingprevention.gov/policies](http://www.collegedrinkingprevention.gov/policies)]
- Make certain that they understand how alcohol use can lead to date rape, violence, and academic failure.

For more information please log onto the web site listed above or contact The Coad Group, Community Prevention Department for additional resources at 610-363-6163 or 1-800-917-1117.

The Chester County Department of Drug and Alcohol Services provides drug and alcohol treatment services for eligible uninsured residents. Priority for treatment services is given as follows:

- ◆ Pregnant injection drug users;
- ◆ Pregnant substance abusers;
- ◆ Injection drug users; and
- ◆ All others.

The Chester County  
Department of Drug and Alcohol Services  
P.O. Box 2747  
601 Westtown Road, Suite 325  
West Chester, PA 19380-0990

## *The Exchange Summer 2008*



The Exchange is sponsored by: The Chester County Department of Drug and Alcohol Services, P.O. Box 2747, 601 Westtown Road Suite 325, West Chester, PA 19380-0990.

For more information or to be on the mailing list for this newsletter, contact the Community Prevention staff at: The Coad Group, 930 East Lancaster Avenue, Exton, PA 19341  
610.363.6164 or 1.800.917.1117

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*The Department of Health and Chester County Commissioners specifically disclaim responsibility for any analyses, interpretations, or conclusions herein.*

## Resources

### *Looking for Help in Chester County?*

#### AA Web Site

[www.aachesco.org](http://www.aachesco.org)

#### Al-Anon/Ala-Teen

1-888-4AL-ANON

#### Al-Anon/Ala-Teen Web Site

[www.al-anon-alateen.org](http://www.al-anon-alateen.org)

#### Alcohol and Drug Information – Personal & Confidential

1-866-286-3767

#### Alcoholics Anonymous (AA)

215-923-7900

#### Crisis Intervention

1-877-918-2100

#### Domestic Violence

1-888-711-6270

#### Health and Human Service Agencies

[www.referweb.net/chesco](http://www.referweb.net/chesco)

#### Narcotics Anonymous (NA)

215-629-6757

#### NA Web Site

[www.na.org](http://www.na.org)

#### Welfare Office

610-466-1000

You can view or print this newsletter by visiting Chester County's Website: [www.chesco.org](http://www.chesco.org) and following the links for Human Services to Drug & Alcohol Services.