



Your Healthy Workplace

April 2023

DRUG ABUSE DRAINS BOTTOM LINE

Substance abuse in the workplace drains \$100 billion from businesses every year. The Centers for Disease Control and Prevention estimates that 70% of those with a substance abuse disorder are employed.

Other statistics about employee drug abuse are just as staggering. Substance abusers incur 300% higher medical costs, are 2.5 times more likely to be absent eight or more days a year, and are about one third less productive. Some 38 to 50% of all workers' compensation claims are related to substance abuse in the workplace.

Employers who want to be proactive about the problem can take steps to be certified as a Tennessee Drug-Free Workplace.

Worksites where workers are not impaired by drugs and alcohol are safer and can operate in an enhanced competitive position that is free from the costs, delays and tragedies that accompany workplace accidents resulting from substance abuse-related injuries.

PROGRAM ELEMENTS

The Substance Abuse and Mental Health Services Administration suggests an effective drug-free workplace program has these elements ...

- A written policy that includes expectations for compliance, options for helping employees be drug free and consequences for violating the policy.
- Employee education so employees know and have training on the new program as well as the risks associated with substance abuse.
- Supervisor training.

■ An Employee Assistance Program that is designed to help employees with personal and work-related problems that can affect mental and emotional well-being.

■ Drug testing, which can be done onsite or at a medical clinic. *(Physicians Quality Care OCCMed's mobile clinic can be scheduled to come to your workplace to do employee drug tests.)*



NOTICE
THIS IS A DRUG-FREE WORKPLACE

THE BENEFITS

An employer certified by the Tennessee Drug-Free Workplace Program is entitled to:

- A 5% premium credit on its workers' compensation insurance policy.
- A shift in the burden of proof in workers' compensation claims involving a positive alcohol or drug test. If an employee is injured at work and later fails a post-accident drug/alcohol test, it is presumed that the drugs or alcohol were the proximate cause of injury.

■ The presumption that the discharge or discipline of an employee, or the refusal to hire a job applicant, who is found to be in violation of the employer's drug-free workplace program will be considered done for cause.

Source: tn.gov/workforce

We can help!

Physicians Quality Care OCCMed can help your company be certified as a Tennessee Drug-Free Workplace. This includes training employees and supervisors, compiling a written policy and drug testing. Get started on becoming a drug-free workplace by contacting OCCMed Director Jennifer Carmack at 731-784-8400 jennifer@occmmedjackson.com.

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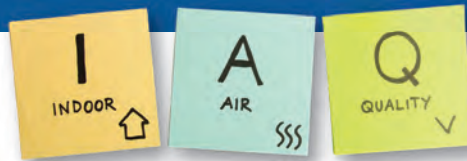
Office Hours: 9 a.m. - 5 p.m. Monday to Friday
Clinic Hours: 7 a.m. - 7 p.m. weekdays
On-site Services: Available 24/7 by arrangement
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Poor indoor air quality affects employee health

Indoor air quality (IAQ) is an often overlooked but critical aspect of building safety and health for workers. Poor IAQ can result in a range of health problems, from headaches and allergies to serious respiratory illnesses.

Air pollution sources ...

- Combustion from heating systems
- Asbestos fibers from deteriorating insulation
- Cleaning supplies and aerosol sprays
- Outgassing of VOCs from carpets, furniture and paint



- Pesticides
- Formaldehyde from pressed wood products
- Radon gas emitted by building materials such as concrete and cinder block
- Dust mites and mold

Steps for improving indoor air quality

- Regular cleaning and maintenance. Regular cleaning and maintenance of HVAC systems, carpets, upholstery and other surfaces can help to reduce the buildup of dust, mold and other pollutants.

We can help!

Contact OCCMed Director Jennifer Carmack at 731-984-8400 or jennifer@occmmedjackson.com for help with your indoor air quality.

- Proper ventilation and filtration systems.
- Use of air-purifying technologies.
- Reducing indoor air pollution sources.
- Increasing ventilation.

The benefits of improving IAQ include better health, increased comfort, improved energy efficiency and reduced energy costs. Ongoing monitoring and improvement efforts are also essential in ensuring that IAQ remains acceptable.

Source: Occupational Health and Safety



Physicians Quality Care
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Address Service Requested

Physicians Quality Care OCCMed provides occupational medicine services to West Tennessee's industrial base • occmmedjackson.com

Mobile medical clinic provides services at your doorstep

OCCMed's self-contained Mobile Clinic arrives at your doorstep equipped and staffed, offering employers a convenient and cost-effective way to provide many medical services.

Our Mobile Clinic has a private exam room and waiting area. A nurse practitioner

and a nurse/medical assistant staff the clinic and can provide your employees DOT and pre-employment physicals, fit-for-duty testing, sick visits and more.

To schedule the mobile clinic at your worksite, contact OCCMed Director Jennifer Carmack at 731-984-8400 or jennifer@occmmedjackson.com.



We speak OSHA!

To help you comply with OSHA, we offer ...

- ▶ On-site CAOHC-certified audiometry in our mobile unit
- ▶ DOT, non-DOT & hair follicle drug screening
- ▶ Breath- & blood-alcohol testing
- ▶ Health fairs
- ▶ Strength & agility testing
- ▶ NIOSH-approved pulmonary function testing
- ▶ DOT, wellness & pre-employment physicals
- ▶ Respirator-fit testing & respirator medical evaluations
- ▶ Heavy-metal testing
- ▶ Industrial hygiene: noise sampling, air sampling, dust sampling, etc.
- ▶ Nerve conduction studies
- ▶ X-rays and EKGs