



DIRIGO SAFETY, LLC

REASONABLE SUSPICION & DRUG IMPAIRMENT IN THE WORKPLACE *HUMAN RESOURCE RESPONSE*

MAINE'S DRUG PROBLEM

Maine is undergoing a drug abuse epidemic: overdoses occur at alarming rates; prescription drug rates per capita remain among the highest in the US; and ultra-concentrated THC marijuana has become recreationally legal.

IMPAIRMENT AT WORK IS DANGEROUS

While an employee's right to use certain drugs may be protected, that does not include a right to use at work or be impaired on the job. Drug impairment endangers safety and productivity.

Can your managers recognize the difference between legal use and illegal impairment? Do your policies accurately reflect the distinction? There are many common misperceptions about drug abuse in the workplace: Can a worker be legally impaired on their own prescription drug? Does Marijuana dangerously affect physical or mental processes?

ALCOHOL & DRUG IMPAIRMENT AWARENESS

This 4-hour training presents an overview to those questions and more. It presents the current issues pertaining to alcohol and drug use, abuse, and impairment in the workplace, and suggests what employers can do about it. This training is designed with consideration of Maine's recreational cannabis laws as well as the requirements of 49 CFR 382.603 for drug-free workplace and safety sensitive positions.

Topics include: signs of alcohol and drug impairment, tools to document impairment, what employers can ask, what can be done in reaction to perceived impairment, what (and how) impairment should be documented, and what kind of policies might assist in the process. How do employers keep their workplace safe without risking violations of employment laws?

We will give you an overview of the process, demonstrating what works best and what to avoid. You will leave this workshop with an impairment observation checklist, a better understanding of recognizing impairment regardless of the cause, sample performance plans, policy language, and strategies for reacting to impairment that help reduce risk, including legal risk.

Instructor: Scot Mattox
Sgt. Portland Police Department (Ret.)
Drug Recognition Expert Instructor