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DWI Info

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A DWI Resource Center Publication

America's Workplaces at Risk

No business, regardless of size or location, is immune to the countless problems that alcohol and drug abuse can cause. Most individuals who abuse alcohol and other drugs are employed, and when they arrive for work, they don't leave their problems outside the door.

DWINSIGHT: Although the rate of current illicit drug use is higher among unemployed individuals, the vast majority of current illicit drug users in the US are employed. Of 12.3 million adult current illicit drug users, 9.4 million (77 percent) work.

DWINSIGHT: An estimated 6.5 percent of full-time and 8.6 percent of part-time workers are current illicit drug users.

DWINSIGHT: Alcohol is the most widely abused drug among working adults. An estimated 6.2 percent of adults working full time are heavy drinkers.

DWINSIGHT: More than one in three (38 percent) workers between the ages of 18 and 25 are binge drinkers.

DWINSIGHT: Among employed adults, the highest rates of heavy drinking and current illicit drug use are reported by white, non-Hispanic males who are between the ages of 18 and 25 and have less than a high school education.

DWINSIGHT: By occupation, the highest rates of current illicit drug use and heavy drinking were reported by food preparation workers, waiters, waitresses and bartenders (19 percent); construction workers (14 percent); service occupations (13 percent); and transportation and material moving workers (10 percent).

DWINSIGHT: More than 60 percent of adults know someone who has reported for work under the influence of alcohol or other drugs.



workplace alcohol and drug abuse. Some costs are obvious, such as increased absences, accidents and errors. Others, such as low morale and high illness rates, are less so, but the effects are equally harmful.

DWINSIGHT: One in five workers report that they have had to work harder, redo work or cover for a co-worker or have been put in danger or injured as a result a fellow employee's drinking.

DWINSIGHT: Up to 40 percent of industrial fatalities and 47 percent of industrial injuries can be linked to alcohol consumption and alcoholism.

DWINSIGHT: Alcohol and drug abuse has been estimated to cost American businesses roughly 81 billion dollars in lost productivity in just one year-37 billion due to premature death and 44 billion due to illness. Of these combined costs, 86 percent are attributed to drinking.

DWINSIGHT: Alcoholism is estimated to cause 500 million lost workdays annually.

DWINSIGHT: Individuals who are current illicit drug users are more than twice as likely (9.3 percent) than those who are not (4.3 percent) to have changed employers three or more times in the past year.

Everyone involved in running a business—both employers and employees-suffers when there is

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A LETTER FROM THE EXECUTIVE DIRECTOR



Dear Reader,
DWI is without a doubt an economic and business issue. DWI costs New Mexicans approximately \$1 billion a year in property damage, lost time, higher insurance rates, and medical expenses. New Mexico employers pay approxi-

mately \$ 131 million dollars annually, for on- and off-the-job vehicle fatalities and injuries. And, motor vehicle crashes are the leading cause of lost work time and on-the-job fatalities.

Employers can have a tremendous impact on DWI. They can implement zero tolerance policies with regard to DWI, including alcohol and drug abuse. They can discipline employees with drug or alcohol problems and direct them to get help, if they want to keep their job. Employers can access driving records to alert them to a potential problem especially if they drive company vehicles.

During 2002, in New Mexico there were 211 people killed in alcohol-related crashes. That's the highest number of DWI-related fatalities since 1997. Statistically 70 percent of those fatalities were caused by drivers without prior DWI arrests. That's 148 lives taken by impaired drivers who had no prior DWI records. Nationally, the National Highway Transportation Safety Administration (NHTSA) estimates there are nearly 1 billion drinking and driving trips annually, which kill more than 45 people every day.

Since 1997, Bernalillo County's DWI Planning Council has funded a program, DWI Doesn't Work Here, for area employers and employees. The program is administered through us at the Center and addresses DWI in the workplace from four perspectives - policies, awareness, training, and resources. Through the program, employers can obtain sample policies they can implement in their own companies. Having policies and procedures in place is key when employers are trying to change or impact employee behavior.

If your workplace doesn't have DWI or substance abuse policies, I want to encourage you to find out more about the DWI Doesn't Work Here program.

New Mexico Employers can make a difference - have policies, educational and safety programs and at the same time improve their bottom line. Every corporate dollar invested in a drinking/driving program yields a 30 percent return in the form of reduced or avoided costs.

Call the DWI Resource Center at 881-1084 or visit our website at www.dwiresourcecenter.org to bring this valuable program into to your workplace. Be sure and fill out the survey on page 7 and return it to us to get more information on what could ultimately save a life.

Yours for a Safer Community,
Linda Atkinson, Executive Director

CALENDAR

NATIONAL ALCOHOL AWARENESS MONTH

April 6 - April 12
National Victims Rights Week

April 8
Victims Rights Rally
Civic Plaza - 12 PM

April 22
Breafkast Conference:
DWI and the Bottom Line
Keynote Speaker Ted Miller
TOPIC:
The Cost of Alcohol to Employers,
DWI as an Economic Issue
7:30 AM - 9:00 AM
Marriott Hotel on Louisiana

May 25
RESEARCHER SPEAKER SERIES

Judge Dorothy Parker
Sentencing DWI Offenders
Oregon Experience
4:00 PM
Marriott Hotel on Louisiana

WHY ARE DESIGNATED DRIVER PROGRAMS SO CRITICAL?

Designated Drivers are effective because many of the risks related to impaired driving are removed. Nine out of 10 Americans who participate in social events where alcohol is available believe that people should use Designated Drivers.

Designated driving programs are simple, requiring as few as two people to operate. The only requirement is that people plan ahead and either select one person to refrain from drinking alcohol or arrange for a safe ride home. Designating a sober driver in situations when alcohol is present is something that should always be practiced.

Designated Driver programs help convey impaired driving prevention messages to the community, and illustrate the number of ways communities can encourage safe and sober driving practices.



Designating a driver is the most responsible thing an individual can do: and remember, the Designated Driver is not the person who's the most sober.

There are other benefits as well. Designated Driver programs can have a positive effect on people who do not regularly use a Designated Driver or know how to locate a safe ride. People who become aware of the program may be motivated to try to avoid driving after drinking.

DWINSIGHT: The loss of lives due to impaired driving is completely preventable. There are alternatives to impaired driving:

- Designate a sober driver
- Take a taxi or call a safe ride program
- Make arrangements to spend the night where you are.

The cost of traffic-related crashes to employers is an estimated \$100 billion each year including, lost time and workers' compensation. Research shows that

alcohol is a contributing factor in 39 percent of all work-related traffic crashes.

Employers can reduce these costs by supporting employees' use of Designated Drivers programs at all company functions where alcohol is served. If alcohol is served at office parties or other social events, employers can help control the amounts consumed and prevent employees from driving impaired by:

- Establishing, publicizing and enforcing company policies about alcohol and drug use.
- Promoting the use of Designated Drivers via e-mail or on company event invitations.
- Always serving food with alcohol.
- Distributing free taxi passes or allowing an employee to expense it so that they can get a safe ride home after the party and back to work the next day in a cab.
- Limiting the number of alcoholic beverages employees consume by giving each employee a fixed number of drink tickets.
- Designating someone to monitor employee drinking and assist anyone who is impaired and needs transportation.
- Never serving alcohol to anyone under 21.
- Serving non-alcoholic cocktails as an alternative.
- Awarding small prizes such as certificates of appreciation to those participating as Designated Drivers.
- Having the company president send an all-staff memo thanking Designated Drivers by name.

In addition to company functions, employers can take a proactive role in promoting community-based Designated Driver programs by:

- Hosting brown-bag luncheons featuring local law enforcement, prosecutors or judges, victims, and health care practitioners to inform and educate employees on impaired driving consequences and laws.
- Placing Designated Driver messages into paycheck envelopes.
- Highlighting the Designated Driver message in company newsletters.
- Providing support or funding to local law

CRITICAL *Continued on page 8*

IMPAIRED DRIVING IN NEW MEXICO

WINSIGHT on the incidence of impaired driving:

For one of every 240 miles driven in New Mexico in 1999, a person with a blood alcohol concentration (BAC) $>.08$ sat behind the wheel. Police in New Mexico reported 3,164 crashes involving a driver or pedestrian with a BAC of $.01$ or more. Formulas developed by NHTSA were used to estimate the number of alcohol-related crashes where alcohol involvement was not reported by the police. An estimated total of 18,710 crashes in New Mexico involved alcohol which killed 206 and injured an estimated 6,700 people.

DWINSIGHT on Costs:

Alcohol is a factor in 35% of New Mexico's crash costs. Alcohol-related crashes in New Mexico cost the public an estimated \$1.2 billion in 1999, including \$0.5 billion in monetary costs and almost \$0.7 billion in quality of life losses. (For definitions of the cost categories, see the definitions fact sheet.) Alcohol-related crashes are deadlier and more serious than other crashes. People other than the drinking driver paid \$0.7



billion of the alcohol-related crash bill.

DWINSIGHT on Costs per Alcohol-Related Injury:

The average alcohol-related fatality in New Mexico costs \$3.4 million:

- \$ 1.0 million in monetary costs
- \$ 2.4 million in quality of life losses

The estimated cost per injured survivor of an alcohol-related crash averaged \$98,000:

- \$ 45,000 in monetary costs
- \$ 53,000 in quality of life losses

Costs per Mile Driven

Crash costs in New Mexico averaged:

- \$ 6.50 per mile driven at BACs of $.10$ and above
- \$ 2.80 per mile driven at BACs between $.08$ - $.09$
- \$ 0.10 per mile driven at BACs of $.00$

Costs per Drink

The societal costs of alcohol-related crashes in New Mexico averaged \$1.50 per drink consumed. People other than the drinking driver paid \$.90 per drink.

Impact on Auto Insurance Rates

Alcohol-related crashes accounted for an estimated 16% of New Mexico auto insurance payments. Reducing alcohol-related crashes by 10% would save \$19 million in claims payments and loss adjustment expenses.

Impaired Driving Prevention Benefits Employers as well as Communities

Preventing impaired driving requires the involvement of community leaders and organizations with the power to spread the right message to those who need to hear it most. Employers have enormous potential to contribute to the campaign to eliminate impaired driving.

Those most likely to drive impaired—those between the ages of 21 and 34—are well represented in the workplace and provide a captive audience for prevention messages. But employer-sponsored prevention efforts do much more than just benefit employers' communities—they're good for business.

Casual Drinkers a Problem Too

New research shows it is the social drinkers who are responsible for most of lost productivity, according to a Christian Science Monitor article.

his study also found that it was managers, not hourly employees, who were most often drinking during the workday. Twenty-three percent of upper managers and 11 percent of first-line supervisors reported having a drink during the workday, compared with only eight percent of hourly employees.

The study also found that 21 percent of employees said their own productivity had been affected because of a co-worker's drinking.

The DWI Resource Center Provides a Workplace Education Program

This program is designed to assist small businesses in starting a safety or substance abuse program or enhancing an existing one with specific DWI prevention components.

As an employer, you are in a unique position to help your employees avoid the suffering brought on by DWI deaths and injuries, while protecting the bottom line profits of your business. The workplace is a natural setting for distributing DWI prevention messages.

The New Mexico DWI Resource Center is private non-profit organization which has developed comprehensive educational and resource materials on alcohol/drug and DWI prevention in the workplace. The materials include videos, brochures, paycheck inserts, posters, informational cards, newsletter and sample policies. The services include presentations, seminars and supervisor training. Especially helpful for Drug Free Workplace companies.

Transform costs into savings - even the smallest program can make a difference! Investing in your employees is an investment in a safer community. We encourage all businesses to utilize as many of these activities as possible. Assistance with implementing, locating or utilizing any of these components is available from the DWI Resource Center. Please call for more information. If your company has a special need or request, we can make arrangements to accommodate you.

Please fill out the survey on page 7 and return to us for more information.



Drinking Increases Physical Abuse

Men who drink alcohol and have a predisposition for physical violence toward their female partners are more likely to be violent on the days they drink alcohol, according to a study conducted at the University at Buffalo's Research Institute on Addictions (RIA) and reported in the February 2003 issue of the American Psychological Association's Journal of Consulting and Clinical Psychology.



Drug Free Workplace Programs Benefits and Cost

Drug-Free Workplace programs, like any policy involving upfront costs and investments in employee benefits, are often subject to cost analysis review in addition to program evaluation. The costs of alcohol and drug abuse both in the Workplace and in society at large, though complex to compute, are periodically estimated and the numbers are always alarmingly large. Employers, unions, and employees generally expect that sound Drug-Free Workplace programs will yield a return on the investment and a reduction of costs of many types:

- Administrative losses, e.g., absenteeism, tardiness, overtime pay, sick leave abuse, health insurance claims, disability payments, and costs associated with accidents.
- Hidden losses, e.g., diverted supervisory and managerial time, friction among workers, material waste, equipment damage, poor decisions, damage to public image, and costs associated with turnover and premature death.
- Losses with legal implications, e.g., Workers' Compensation, drug trafficking on the job, disciplinary actions, grievances, threat to public safety, and worksite security.
- Costs of health and mental health care services*

As the diversity of these cost factors suggests, establishing the cost-benefit (return on the investment expressed as a reduction of identifiable costs) or the cost-effectiveness (program outcomes compared to program costs) of a Drug-Free Workplace program can be a rigorous task, especially in larger employment settings. The importance of these calculations and estimates to those who finance Drug-Free Workplace programs is such that an expanding group of researchers in several disciplines studies these cost, benefit, and effectiveness questions. *Please contact the DWI Resource Center on how to start or enhance your Drug-Free Workplace.*



DWINSIGHT: The U.S. Small Business Administration reports drug-free workplace programs costs \$22-50 per employee compared to estimated annual costs of \$640 incurred by each untreated substance abusing employee.

DON'T THINK YOU HAVE A DRUG OR ALCOHOL PROBLEM IN YOUR WORKPLACE?

Use this checklist to help you determine whether you might have drug and/or alcohol-abusing employees:

- | | |
|--|--|
| <ul style="list-style-type: none"> <input type="checkbox"/> Late to work on a regular basis <input type="checkbox"/> Requests early dismissal or time off frequently <input type="checkbox"/> Uses more sick leave <input type="checkbox"/> Has inconsistent work quality and lowered productivity <input type="checkbox"/> Makes more mistakes, is careless and makes judgment errors <input type="checkbox"/> Has mood swings that, over several days, seem to occur at similar times of the day <input type="checkbox"/> Is overly reactive to supervisory comments <input type="checkbox"/> Deliberately avoids co-workers and supervisors, especially supervisors who have been trained to spot abusers <input type="checkbox"/> Has deteriorating personal appearance, hygiene and ability to get along with co-workers | <ul style="list-style-type: none"> <input type="checkbox"/> Inspires poor morale and reduced productivity among co-workers as a result of their "covering" for the abuser or their frustration with management ignorance of or inaction to what they perceive to be an obvious drug and/or alcohol problem <input type="checkbox"/> Takes needless risks in an attempt to raise productivity after supervisory admonishments <input type="checkbox"/> Carelessly handles and/or maintains machinery, equipment or office supplies <input type="checkbox"/> Disregards co-workers' safety <input type="checkbox"/> Increasingly complains about problems at home or with family or friends <input type="checkbox"/> Has frequent and recurring financial problems, including borrowing from co-workers or supervisors to "get to payday." |
|--|--|

A clear policy statement in combination with training of supervisors will allow for the identification and intervention of drug and/or alcohol dependent workers in a manner consistent with the law and good personnel practices.

An employer should not focus on discovering "alcoholics," "cocaine abusers" or "pot heads" but rather on identifying a broad category of "substance abusers." A supervisor should concentrate on a general approach of whether chemicals may be interfering with the performance of those working under his or her supervision.

Something to Consider:

- Do you bid on or have a Government contract?
- Do you have subcontracts that include a drug-free workplace requirement?
- Are you subject to any Local, State, or Federal agency regulations, such as those of the Department of Transportation, Department of Defense, or Nuclear Regulatory Commission?

If you answered "yes" to any of these questions, you are probably required to have a program. Even if you are not required to comply with the Drug-Free Workplace Act, it provides guidelines that you can use to develop a drug-free workplace program.

For more information on implementing or enhancing your workplace program please fill out the following form and mail it to: **The DWI Resource Center, PO Box 30514, Albuquerque, NM 87190**

Company Name: _____ Contact Name: _____

Company Phone: _____ Contact Phone: _____

Address (Street, City, Zip: _____ No. of Employees: _____

- I am interested in developing/implementing a drug-free workplace program.
- I am interested in enhancing my existing drug-free workplace program.

RISK *Continued from page 2*

DWINSIGHT: Individuals who are current illicit drug users are also more likely (12.9 percent) than those who are not (5 percent) to have skipped one or more work days in the past month.

DWINSIGHT: Similarly, individuals who are current heavy alcohol users are more likely (8 percent) than those who are not (4.4 percent) to have changed employers three or more times in the past year.

DWINSIGHT: Individuals who are current heavy alcohol users are also more likely (11.3 percent) than those who are not (5.1 percent) to have skipped one or more work days in the past month.

DWINSIGHT: Results from a US Postal Service study revealed that employees who tested positive in a pre-employment drug test are 66 percent more likely to be absent and 77 percent more likely to be discharged within three years than those who tested negative.

DWINSIGHT: Of callers to the National Cocaine Helpline, 75 percent admit to having used drugs on the job, 64 percent report that drugs have adversely affected their job performance, 44 percent say they have sold drugs to fellow employees and 18 percent say they have stolen from coworkers to support their drug habit.

Small Businesses Most Vulnerable

When it comes to workplace substance abuse, small businesses have big disadvantages. They are less likely to have programs in place to combat the problem, yet they are more likely to be the "employer-of-choice" for illicit drug users. Individuals who can't adhere to a drug-free workplace policy seek employment at firms that don't have one, and the cost of just one error caused by an impaired employee can devastate a small company.

Among the population of full-time employed current illicit drug users:

- 44 percent work for small establishments (1-24 employees)

- 43 percent work for medium establishments (25-499 employees)
- 13 percent work for large establishments (500 or more employees)

Among the population of full-time employed heavy drinkers:

- 36 percent work for small establishments
- 47 percent work for medium establishments
- 17 percent work for large establishments

CRITICAL *Continued from page 4*

enforcement or community groups that organize Designated Driver programs.

- Writing a letter to the editor of a local paper discussing what the company is doing to stop impaired driving.
- Starting a company-sponsored Designated Driver program.
- Placing Designated Driver materials in kitchens, snack rooms, copy rooms and restrooms.
- Distributing materials that discuss how drugs even prescription and over-the-counter medications - and alcohol can impair driving.

By initiating the Designated Driver philosophy in the workplace and taking an active role in combating impaired driving, employers can help save lives.



DWINSIGHT: Impaired driving is a chronic problem that will affect one in three Americans in their lifetime. Nearly 42,000 people die in motor vehicle crashes each year, and about 16,000 of these are alcohol-related. Alcohol-related crashes account for one person killed every 33 minutes and one person injured every two minutes every day of the year.

DWINSIGHT: Definitions of Terms: *Current illicit drug user:* Someone who has used illicit drugs at least once in the last month *Binge drinking:* Five or more drinks on one occasion. *Heavy drinking:* Five or more drinks on five or more occasions in the past month.