



QUALITY | PRIDE | SERVICE

## TOOL BOX TALK May 30, 2023 Safety and Substance Abuse Don't Mix

Drug use and alcohol consumption are normally considered personal issues. They only become an employer's concern when they affect safety and worker performance. All jobs here at **Gray & Son** are **Safety Sensitive**. As you remember, we had an attorney at our winter meetings specifically talking about this topic. Abusers hurt themselves and their families if they lose their job because of their actions. If they are terminated or cannot function on the job, the company loses the services of an experienced worker. Those under the influence of drugs or alcohol cause friction in the work group, lower morale, work inefficiently, use poor judgment that results in bad decisions and give the company a poor public image.

Sometimes a personal problem or health problem persists. In most cases, the problem gets resolved. But if it is not resolved, some people turn to alcohol or drugs. Even some prescription drugs can interfere with job performance. The individual cannot think clearly or becomes distracted. This can lead to accidents. The abuse of drugs or alcohol not only jeopardizes the safety and health of the worker and co-workers but it can impact the business and affect the future of all families involved.

**Gray & Son** has an **Employee Assistance Program (EAP)** to help the employee and their family. If support is needed to deal with the challenges of life, please use this resource for help. There is **NO COST**. Please contact **HR** or the **Safety Dept.** if you need assistance to get started.

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*We are an equal opportunity employer*

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