



## FOREST RESOURCES ASSOCIATION INC. **LOSS CONTROL**

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## **OVERVIEW**

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**LCO-27**

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### **SUBSTANCE ABUSE**

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Loggers must be aware of the physical and mental conditions of employees. Logging is a hazardous occupation. Each worker must be physically and mentally capable of safely handling his or her daily tasks. Workers must not place themselves or others in danger as a result of being under the influence of alcohol, illegal drugs, or prescribed medicines. Loggers must take time to identify anyone who may have a substance abuse problem. Workers suffering from substance abuse may or may not show signs or symptoms of a problem. The "Monday morning blues" may be an alcohol abuse sign; a worker physically trembling may be exhibiting symptoms of illegal drug abuse. But often substance abuse can be hard to detect. An undetected, untreated substance abusing worker is a real and serious threat to a logging business. If a logger has a problem with a worker, take immediate action to get the worker professional help. Loggers should be familiar with applicable state and federal substance abuse laws.

Some steps that could be included in a written Substance Abuse policy are:

1. Review your policy with every employee and have each employee sign off on the policy.
2. When offering a job to a prospective employee, make it conditional based on the results of a drug test.
3. Have a qualified random drug testing program and procedure for all workers.
4. Train workers to recognize signs and symptoms of substance abuse.
5. Workers must report on-the-job substance abuse to their supervisor.
6. Document all actual incidences of on-the-job substance abuse.
7. Workers under the influence of alcohol or drugs must not be allowed to work.
8. Transport impaired workers away from the logging site to a place of safety.
9. Have access to a Professional Substance Abuse Program and make this access known to employees.
10. Workers must be trained in First Aid/CPR in case of a substance abuse medical emergency.