



# City of Dublin

## *Drug-Free Safety Program*

### EMPLOYEE REFRESHER

presented by:



### *Objective:*



Understanding the Problem



Updated Look at the Cost



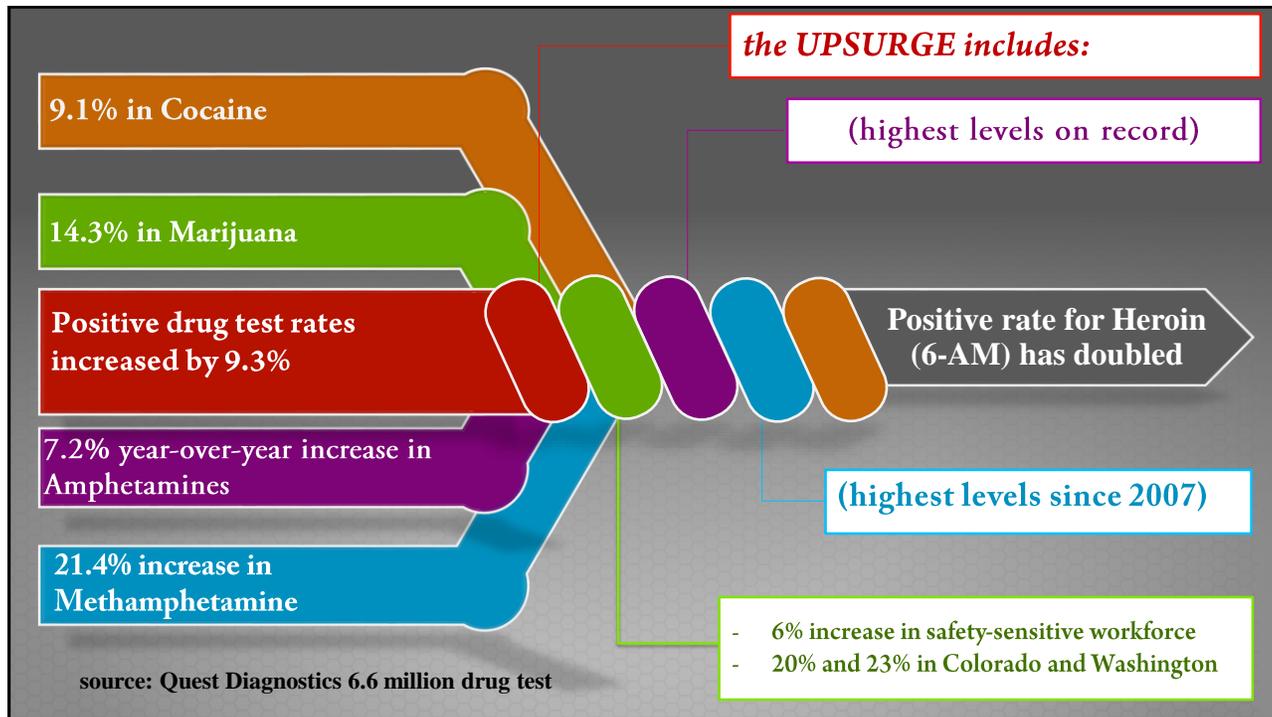
#### **City of Dublin**

- 1) Drug-Free Policy
- 2) Testing Guideline
- 3) Consequences for Violating the Program



#### **Understanding the Drugs**

- 1) Prescription Drugs Abuse
  - 2) Heroin at HOME (epidemic)
  - 3) Alcohol
- 



# OPIOIDS (NARCOTICS)

47,055  
PEOPLE DIED



according to the CDC Drug overdoses in 2014



THAT'S 26,874



Opioids were involved in 61 % of overdose deaths

THAT'S TRIPLE



Heroin-related deaths have more than tripled since 2010

Heroin deaths are currently double the rate of cocaine-related deaths.



highest in history

# OPIOIDS (NARCOTICS)

Opioids are medications that relieve pain. They reduce the intensity of pain signals reaching the brain which diminishes the effects of a painful stimulus.



Heroin

Heroin is considered the Father of the Opioid family. Directly derived from Morphine and the most addictive and deadly drug.

Morphine

Oxycontin

Hydrocodone (Vicodin)

Oxycodone (Percocet)  
Fentanyl

Codeine

Norco

## FACTS

- 75 percent of abuse/addiction to Opioids starts with prescription drug
- Doctors in Ohio wrote 750,000,000 Rx Opioids pills in 2014
  - that's 65 pills for every man, woman and child that live in the state.



## *Drug-Free Safety Program* City of Dublin

presented by:



### The Company's Policy

- The employees of **City of Dublin** are our most valuable resource, and for that reason, their health and safety are important to us. We take pride in the work performed by our employees.
- The **City of Dublin** is fully committed to the Drug-Free Workplace Policy which establishes clear guidelines for acceptable and unacceptable employee behavior for everyone in the workplace.
- This policy applies to every employee including management, and also applies to contractors and subcontractors we may use.
- Therefore **City of Dublin** has taken steps to address the problem of substance use that negatively affects every workplace.

## **The City of Dublin's Policy**

Therefore, we can't condone and won't tolerate behaviors on the part of employees that relate to substance use, such as:

- The use of illegal drugs;
- The misuse of alcohol;
- The sale, purchase, transfer, dispensing, manufacture, use or possession of any illegal drugs;
- Arrival or return to work under the influence of any drug (legal or illegal) or alcohol
- Reporting for work while under the influence of illegal drugs, or with any residual effects from illegal drug use (e.g. impaired judgment, sickness, impaired reflexes, etc.) is likewise prohibited

## **Prescription and Over-the-Counter Drugs**

City of Dublin does not prohibit employees from using prescription or over-the-counter drugs when:

- prescribed to the employees for medical reasons by a licensed medical practitioner, with dosage and frequency of use prescribed on the label or accompanying documentation;
- No employee is to perform any function or duty on behalf of the Company if the drugs being taken under this provision adversely affect his or her ability to perform any such function or duty safely.

## **The City of Dublin's Policy**

## Testing

Testing is intended to detect problems, deter usage and allow appropriate corrective and/or disciplinary action. In addition to alcohol, the drugs that we're testing for are:

- Amphetamines (speed, uppers)
- Barbiturates (barbs, downers)
- Benzodiazepine (valium, Librium, Xanax)
- Cocaine (including Crack)
- Marijuana
- Methadone
- Methaqualone (Quaaludes)
- Opiates (Codeine, Morphine)
- Phencyclidine (PCP, "angel dust")

## The City of Dublin's Policy

### When will Employees be tested?

- **Pre-employment** (drug test) - all new hires MUST pass the drug test
- **Reasonable Suspicion** (drug & alcohol) - may be in violation of this policy
- **Post accident** (drug and/or alcohol) - unexpected event or accident that results in fatality, injury with off-site medical attention and property damage.
  - **CDL required testing** will be conducted if there is a fatality, injury needing medical treatment away from the scene or if a vehicle is towed from the accident.
- **Random Testing** (drug or alcohol) - all employees with DOT regulated programs (CDL) will be tested at a Random rate of 25% drug and 10% alcohol per year

**WARNING:** Violation of the Drug-Free policy may affect eligibility for Workers' Compensation benefits

## The City of Dublin's Policy

## **Consequences for Violating the Program**

Any reported, confirmed result for the presence of any prohibited controlled substance will, **THE FIRST TIME**, require the employee to agree to:

- 1) an assessment by a Substance Abuse Professional (SAP)
- 2) abide by any recommended plan of recovery,
- 3) submit to a return to duty test and follow-up testing (at least four (4) within the first year of returning to duty) or as recommended by the treatment provider.
- 4) be responsible for any and all costs associated with assessment and treatment not otherwise covered by available health plan(s).
- 5) Any further violation of this policy, will result in termination of employment

## **The City of Dublin's Policy**

## *Understanding the Drugs* **EMPLOYEE REFRESHER**

presented by:



# Heroin



**Heroin** has quickly become one of the most devastating drugs. Regardless of age, race, economic conditions, urban, suburban or rural it's highly addictive and deadly.

Black tar heroin is a type of illicit opioid formed from the incomplete acetylation of morphine. It is also called black, brown, or simply tar.

Heroin is has gained popularity and is readily available on most High School Campuses. The cost in Ohio \$8- \$15



## Heroin including Prescriptions (narcotics)

### BRAIN

- Poor concentration, using & sustaining information
- Seizures, Comas
- Neurochemical & molecular changes



### HEART:

- Bacterial infections of the Blood Vessels & heart valves.
- Lowered heart rate, & BP

### LUNGS:

- Chronic lung infections & damage
- Respiratory failure



### STOMACH:

- Nausea
- Decreased appetite
- Constipation

### LIVER

- Liver disease including cirrhosis



### KIDNEYS:

- Kidney disease and failure.

## Coacaine/Crack

Also known as: coke, snow, nose candy, crack or rock



**Cocaine** is a stimulant drug that in the powder form is typically taken nasally (snorted). Overall use in Ohio is trending down as many users are switching to Methamphetamines.

**Crack Cocaine** is directly derived from Powder Cocaine. Crack is typically heated and smoked. The name crack comes from the “crackling” sound that the drug makes when heated.



## Cocaine/Crack (stimulant)

### BRAIN:

- Aggression, paranoia, depression & irritability.
- Sensory delusions.



### HEART:

- Chest pains & heart attacks
- Increased heart rate, BP;
- Long-term seizures & strokes
- Hardening of the arteries - plaque



### LUNGS:

- Respiratory failure



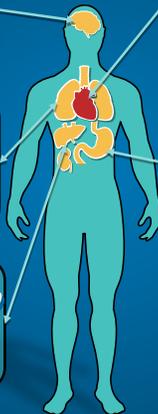
### STOMACH:

- Decreased appetite & nausea
- Gastrointestinal complications
- Abdominal pain:
- Bowel gangrene



### LIVER:

- Fatal when mixed with alcohol and creates Cocaethylene - which builds up in the liver over a number of years among those who mix the two drugs



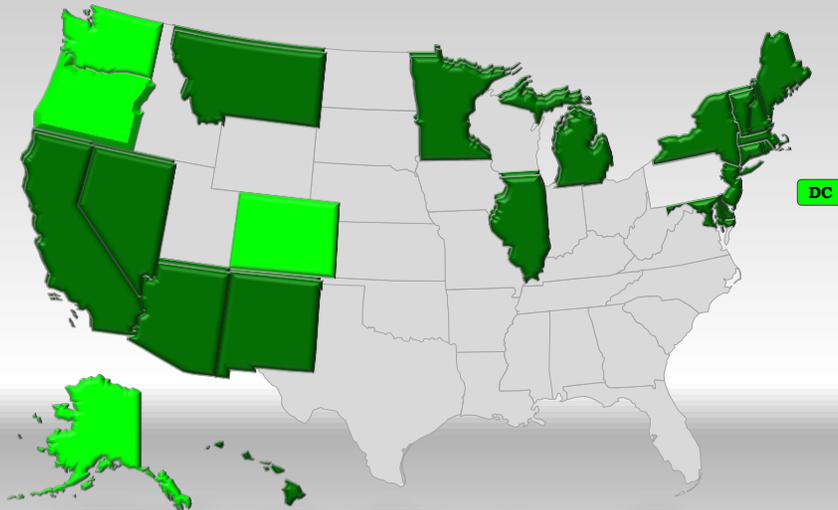
# Marijuana

Also known as: pot, grass, reefer, bud



Marijuana is the most widely used illegal substance in the world today. More than 1 in 3 people in America have tried marijuana at one point in their lives.

Smoking Marijuana can increase your heart rate by as much as two times for up to 3 hours. That's why some people have a heart attack right after they use marijuana



Medical Marijuana  
23 states and DC

Recreational Use  
4 states and DC

# MARIJUANA

*won't* work **HERE!**

**NOTICE** THIS IS A DRUG-FREE WORKPLACE

## Marijuana (cannabis/hallucinogens)

### BRAIN:

- Anxiety & panic attacks
- Difficulty shifting & sustaining attention to change
- Memory & learning declined
- Distorted perception



### HEART:

- Bacterial infections
- Heart valve damage
- Increased heart rate & BP



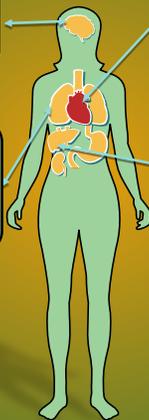
### LUNGS:

- Daily cough & phlegm
- Chronic bronchitis and lung infections



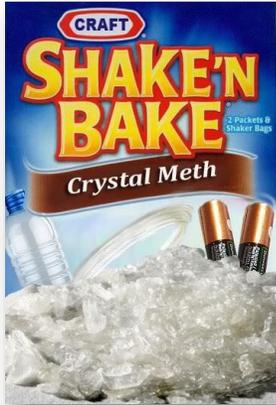
### STOMACH:

- Risk of ulcers
- Damage to the stomach lining



## Crystal Meth (stimulant)

Also known as: speed, crystal, crank, ice or glass



Crystal Meth is typically smoked like crack cocaine using a glass pipe, an empty aluminum can or foil.

Shake 'N Bake is the one bottle method of cooking Crystal Meth. Highly explosive and take 2-2.5 hours for Crystals to form.

**Synthetic Man-made Chemicals include:** Ephedrine, Starting Fluid, Anhydrous Ammonia, Ether, Drano, Battery Acids...



## Phencyclidine

Also known as: PCP, angel dust



Formerly used as a surgical anesthetic, however, there is no current legitimate medical use in humans. Used as a veterinary anesthetic or tranquilizer. Recreationally used as a psychedelic and hallucinogen.

Dangers for the drug include extreme strength, insensitivity to pain, poor judgment and risk-taking behavior.



## Bath Salts (hallucinogens)



**Hallucinogens are a diverse group of drugs that cause an alteration in perception, thought, or mood.**

- ❑ A synthetic stimulant, typically in the form of a white or brown crystalline powder, that contains one or more chemicals that are physically similar to amphetamines and MDMA (ecstasy)
- ❑ Side Effect is an emotional and physical "crash-like" feelings of depression, anxiety and intense cravings for more of the drug.
- ❑ Reactions are EXTREME

## Molly's (hallucinogens)



- ❑ MDMA is a synthetic, mind-altering drug that acts both as a stimulant and a hallucinogenic.
- ❑ Other chemicals – such as caffeine, dextromethorphan (DXM), amphetamines, PCP, or cocaine – are sometimes added to, or substituted for MDMA, so purity is always a question, complicating its risks.
- ❑ MDMA can interfere with the body's ability to regulate its temperature. This can cause hyperthermia, which can lead to liver, kidney and cardiovascular failure.

## Ecstasy, LSD, PCP (hallucinogens)

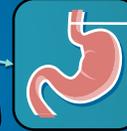
### BRAIN:

- Headaches
- Confusion
- Sleep problems
- Anxiety & panic attacks
- Increased body temperature



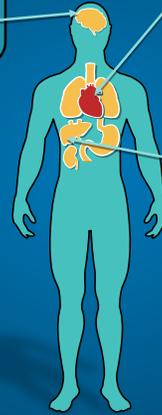
### HEART:

- Increased heart rate & BP



### STOMACH:

- Loss of appetite
- Nausea & vomiting
- Stomach bleeds & ulcers are common



## RESOURCES FOR HELP

**Cocaine Help Line**  
1-800-COCAINE

**Marijuana Anonymous**  
1(800) 766-6779

**NIDA Hotline**  
1(800) 662-HELP

**Alcoholics Anonymous**  
1(800) 827-7016

**Al-Anon**  
1(888) 4AL-ANON

