

Substance Use Recovery and *Workplace Safety Program*



Frequently Asked Questions

How does an employer know if it's eligible to participate in this program?

State Fund employers that are current on BWC obligations and maintain Active or Reinstated coverage are eligible to participate. Employers can check their outstanding balance and policy status at www.bwc.ohio.gov.

Am I required to hire or employ someone in recovery to receive any of these services?

No. The only service specific to someone in recovery is drug testing. All other services can be used without hiring or employing someone in recovery.

Is an employer required to receive special training to work with people in recovery, or receive reimbursement for drug testing?

No. All services are à la carte and can be used in any order. No special training is required to use any of the offered services.

Am I required to keep employees who fail drug tests?

The program's goal is hiring and retaining of workers in recovery. Employers who are educated about substance use disorder may value the capacity of the individual over the rare disruptions from the person's disorder. However, employers are not required to keep an employee who fails a drug test.

How do I request reimbursement for services?

Employers that have enrolled online and have received approved services will send the [Request for Reimbursement Form](#) (SUR-2) to their local ADAMH Board.

May employers use reimbursement for random and reasonable suspicion drug testing for current employees that were not initially hired as an individual in recovery?

Yes. Employers trained to recognize the signs of impairment and/or addiction may notice problems among their existing staff. Also, some employees choose to self-report substance use, or may fail a drug test. Any prospective or current employee who shares they are in recovery is eligible for the employer to receive reimbursement for pre-employment, random, reasonable suspicion, post-accident, return-to-duty, and confirmatory drug screens.

Are there reimbursement caps for these services?

Yes, each service is reimbursed up to a specific dollar amount. You can find a reimbursement chart in the [program policy](#) on the [SURWSP website](#).

If an employer participates in the BWC Drug-Free Safety Program and takes advantage of this program, can it use the services (for which they are reimbursed through this program) to meet the requirements of the Drug-Free Safety Program?

Yes, employers can satisfy the DFSP employer policies, employee education, and supervisor training requirements through the BWC Substance Use Recovery and Workplace Safety Program services.



Bureau of Workers'
Compensation



Epidemics don't stop for pandemics. *They only get worse.*



As Ohioans return to work amid the ongoing COVID-19 pandemic, health experts warn some may be at a higher risk of developing substance use disorders as employers focus on other safety protocols and staying open. This makes our **Substance Use Recovery and Workplace Safety Program** more necessary than ever.

Brought to you by your local Alcohol Drug Addiction and Mental Health board and the Ohio Bureau of Workers' Compensation, this program for participating counties reimburses employers for:

- Development and legal review of employer policies and procedures about substance use issues.
- Training for employees to understand substance use and their employer's related policies.
- Training to equip supervisors and managers to better manage employees in recovery.
- Drug testing for prospective and current employees in recovery.

The program also provides access to a free employee wellness incentive program, BWC's Better You, Better Ohio!

Workforce toll: In a survey of more than 3,200 businesses and nearly 1,500 community leaders, the Ohio Chamber of Commerce found more than half are suffering consequences of substance misuse, including absenteeism, decreased productivity, and shortage of workers.

Working together, we can turn this around.



Sign my company up!

For more information, click [here](#) or visit www.bwc.ohio.gov.

Ohio Bureau of Workers' Compensation

Christopher Albanese
Director, Substance Use Recovery
and Workplace Safety Program
614-644-0449

Christopher.A.2@bwc.state.oh.us

For general questions:

BWCSURWSP@bwc.state.oh.us.



We've got you covered

www.bwc.ohio.gov

