

Employee Assistance Program Training

Drugs & Alcohol in the Marine Environment

Presentation for
Great Lakes Captains' Association
January 26, 2007
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Employee Assistance Program (EAP)

- ◆ Training for Drug and Alcohol Awareness
- ◆ DOT requirement



EAP Supervisor Training

- ◆ Mandatory DOT Drug & Alcohol Training.
- ◆ Requires one hour supervisor training.
- ◆ Documented attendance record.



Supervisor Training for:

- ◆ Pre-employment testing
- ◆ Periodic testing
- ◆ Random testing
- ◆ Serious marine incident testing
- ◆ Reasonable cause testing
- ◆ Policy posting
- ◆ Education material available for employees
- ◆ Management information system report

Pre-Employment Testing

- ◆ All licensed/documented personnel and unlicensed/undocumented personnel who perform “Safety Sensitive Duties.”
- ◆ Must have negative result prior to beginning work.
- ◆ Exemptions:
 - ◆ 1) passed chemical test within previous 6 months or,
 - ◆ 2) been subject to random testing for at least 60 of the previous 185 days and has never refused to test or failed a test.

Urine Testing- Cocaine, opiates, phencyclidine (PCP) & amphetamines



Periodic Testing

- ◆ Applies to all licensed/documentated mariners when applying for renewal
- ◆ Applies to individuals applying for original license/documents.
- ◆ Exemptions: 1) passed a chemical test required by 46CFR 16 within the previous 6 months, or 2) been subject to random testing for at least 60 of the previous 185 days and has never refused to test or failed a test

Random Testing

- ◆ Annual testing requirement
- ◆ Everyone must be eligible for selection each time
- ◆ Random tests must be spread out over the year
- ◆ The person choosing the date and time of testing cannot be subject to the requirements

Serious Marine Incident

Casualty resulting in:

1. Death
2. Injury needing medical treatment beyond first aid
3. Damage in excess of \$100,000
4. Actual/constructive loss of vessel
5. Injured individual unfit to perform routine duties
6. 10,000 gallon spill or more
7. Hazmat spill of a reportable quantity

Use Coast Guard form CG-2692 to report

Serious Marine Incident Drug & Alcohol Testing

- ◆ Marine Employer must do testing
- ◆ Test all persons directly involved
- ◆ Individuals must provide sample
- ◆ Use Coast Guard form CG-2692B in conjunction with CG-2692

Reasonable Cause

Drug & Alcohol Testing

- ◆ When behavior indicates reasonable cause
- ◆ Consult with another supervisor
- ◆ Drug test and alcohol test
- ◆ When alcohol level determined, care for individual is required
- ◆ May be “other” reasons for behavior: diabetic, fatigue, hypothermia, chemical exposure, etc.

Employee Assistance Program (EAP)

- ◆ Marine Employer shall for all employees:
 - provide education and training
 - display informational material
 - display hotline numbers (access to help)
 - display drug policy (public posting)

Document education, training, information and policy
in Management Information System (MIS)

Management Information System (MIS)

- ◆ The system must include:
 - records of chemical tests with positive results for 5 years
 - records of chemical test with negative results for 1 year
 - records of all employees that have received EAP training
 - copies of Coast Guard MIS reports

MIS Report

- ◆ A formal management information system report is required of all marine employers.
- ◆ The MIS report is prepared and sent to U.S. Coast Guard annually by March 15th. Now sent to Washington, not the DAPI at REC.

Alcohol Issues

- ◆ **Suspension/Revocation of license**
- ◆ **Civil Penalties - \$5,000 per day per violation**



Alcohol Levels

- ◆ 0.05 percent - that is 1 part alcohol to 2,000 parts blood

- thought, judgement and restraint may be affected
- may feel carefree, released from inhibition

Can I drive or do I have to walk or crawl home?

- ◆ Example: a 150 pound man taking two drinks in succession



Alcohol Levels (continued)

◆ 0.10 percent - that is 1 part alcohol to 1,000 parts blood

◆ Affects voluntary motor actions

- hand and arm movements

- walking

- sometimes speech - becomes plainly clumsy



Alcohol Levels (continued)

- ◆ 0.20 percent - that is 1 part alcohol to 500 parts blood
- ◆ Affects entire motor area of brain and emotions
 - may want to lie down
 - staggers
 - easily angered, boisterous, weep
- ◆ “DRUNK”



Alcohol Levels (continued)

- ◆ 0.30 percent - that is 1 part alcohol to 300 parts blood
- ◆ Affects brain concerned with response to stimulus and understanding
 - person may be confused or lapse into a stupor
 - poor understanding of what he/she hears or sees



Alcohol Levels (continued)

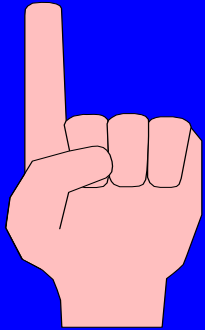
- ◆ 0.40 - 0.50 percent - that is 1 part alcohol to 250 or 200 parts blood
- ◆ Coma
- ◆ Higher levels affect the lower brain which control breathing and heart beat.

Alcohol Levels (continued)

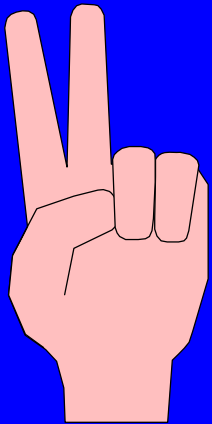
◆ Standard of Intoxication

- recreational vehicle - concentration of .10
- the individual operating other than recreation vehicle - concentration of .04

What Happens if I do not Comply?



- ◆ First, you have thirty days to comply



- ◆ Next, you get:
 - letter of warning
 - \$5,000 per day
 - Captain of the Port - Orders to stop operation

Summary for Supervisor Training

- ◆ If an employee suspects a co-worker of drug and alcohol usage, discuss why it is important to report it to a supervisor.

“The only thing worse than having a drug abusing employee that skips work is having one that shows up!”

- ◆ Discuss the various ways the use of alcohol or drugs by crew members could have negative consequences
- ◆ Discuss prescriptive medications, is it important to know when crewmembers need medications?

Summary for Supervisor Training (continued)

- ◆ Discuss the effects of each illegal drug and how it could negatively impact the maritime work environment
- ◆ Discuss the dangers of alcohol usage in the maritime work environment

Cocaine

Constricted blood vessels,
dilated pupils, increased
temperature, heart rate,
blood pressure, insomnia,
restlessness, irritability and
anxiety, paranoia.

Opiates (Opium, Heroin)

Euphoria, calm drowsiness,
slow breathing, nausea,
confusion, respiratory
depression, death

PCP - phencyclidine

Hallucinations, seizures, coma, nausea, vomiting, blurred vision, flicking up and down of eyes, drooling, loss of balance, dizziness, delusions, paranoia, catatonia, garbled speech, death

Methamphetamine (Meth)

High agitation, violent behavior, wakefulness, irritability, anxiety, nervousness, convulsions, heart attack, stroke, death

Alcohol

Dizziness, talkativeness,
nausea, vomiting,
aggressive acts, anxiety,
tremors, hallucinations,
convulsions, brain and
liver damage

Marijuana

Memory, learning, problem solving, distorted perceptions (sights, sounds, touch, time), loss of motor control, heart rate, anxiety, cancer

Review Question for Supervisor Training (continued)

4. How long does it take the body to metabolize one ounce of alcohol?
5. Would it be risky to have a few drinks before reporting to duty?

Summary for Employee Training

- ◆ Discuss the reasoning behind the Coast Guard drug testing regulations
- ◆ If an employee tests positive, discuss your company's policy and reasons for rehabilitation.
- ◆ Discuss the chain of custody.
- ◆ Discuss the benefits of a drug free workplace.

Review Questions for Employee Training

1. What are the five circumstances for drug testing?

Pre employment, periodic, random, serious marine incident, reasonable cause

2. Why is random testing necessary?

3. What happens if you hold a Coast Guard MMD or license and test positive? in a mandated program? What's the difference?

Review Questions for Employee Training (continued)

4. What happens if you refuse to take a mandated drug test?
5. If an employee is in a “safety sensitive” position, is it the responsibility of the employer or of the Coast Guard to determine if that person should be terminated?
6. In which two circumstances is alcohol testing required?
SMI, reasonable cause

Any (more) Questions?

