



RISKCONTROL360°

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DRUG FREE SAFETY PROGRAM NEW VS. OLD

COMPARISON OF THE NEW DRUG FREE SAFETY PROGRAM (DFSP) & THE OLD DRUG FREE WORKPLACE PROGRAM (DFWP / DF-EZ)

<u>Component</u>	<u>NEW Drug Free Safety Program</u>	<u>Old Drug Free Workplace Program</u>
Participation Levels & Limits	<ul style="list-style-type: none"> • Basic • Advanced • Comparable (Level 0) • No limit to years of participation 	<ul style="list-style-type: none"> • DFWP for Large Employers (> 25 employees) • DF-EZ for Small Employers (< 25 employees) • Level 1, Level 2, Level 3 for Small & Large • Level 0 - for state construction contracts • 5 year participation limit
Discounts	<ul style="list-style-type: none"> • Basic - 4% • Advanced - 7% • Group Rating Stack - 3% (Advanced only) • Level 0 - 0% 	<ul style="list-style-type: none"> Level 1 - 10% Level 2 - 15% Level 3 - 20% Level 0 - 0%
Stackable Discount Programs	<ul style="list-style-type: none"> • Safety Council • Small Deductible • Group Rating (Advanced Only) 	<ul style="list-style-type: none"> • Safety Council • Small Deductible • 100% EM Cap • Individual Retro • One Claim Program
Safety Requirements	<ul style="list-style-type: none"> • Online Safety Program Assessment • Online Supervisor Accident Analysis Training • Online Accident Reporting & Analysis • Safety Action Plan (Advanced Only) 	Implementation of the 10-Step Business plan for Level 2 (5 steps) and Level 3 (10 steps).
Written Policy	<p>Simplifies the required content to:</p> <ul style="list-style-type: none"> • Disclosure of the reasons for the program • Provisions & procedures to administer • Responsibilities and rights of all employees • Consequences of failure to comply • Application of policy to all employees • Employer commitment to employee health 	17 different mandates on the content of the policy including extensive detail regarding each element.
Employee Education	1 Hour annually	2 Hours annually for Large Employers 1 Hour annually for Small Employers



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Supervisor Skill Building	2 Hours in the first year and a 1 Hour refresher in subsequent years	4 Hours in first year and a 2 Hour annual refresher for Large Employers. 2 Hours in the first year and 1 Hour annual refresher for Small Employers.
Drug & Alcohol Testing	<p>Basic participation requires:</p> <ul style="list-style-type: none"> • Pre-employment/new-hire • Post-accident • Reasonable suspicion, & • Follow up <p>Minimum 6 panel urinalysis – Federal Testing Model</p> <p>Advanced Requires all Basic level testing plus 15% random testing per year.</p>	<p>Required at all Levels:</p> <ul style="list-style-type: none"> • Pre-employment/new-hire • post-accident • reasonable suspicion, & • follow up <p>Minimum 5 panel urinalysis – Federal Testing Model</p> <p>Level 1 - No Random Level 2 - 10% Random Level 3 - 25% Random</p>
Employee Assistance	<p>Basic Allows termination upon first positive but requires provision of information and resources to facilitate substance abuse assessments.</p> <p>Advanced Commit to not terminate an employee who tests positive for the first time, who comes forward voluntarily, or who is referred by a supervisor for an assessment. The employer pays for the assessment.</p>	<p>Level 1: Required a list of local assistance resources</p> <p>Level 2: Pre-establish a relationship with an employee assistance provider.</p> <p>Level 3: Required employers to add health care coverage that included the option of chemical dependency counseling plus a commitment to not terminate.</p>
Application & Deadlines	Two program start dates: July & January. July starts must apply by the last business day in April and January starts must apply by the last business day in October. For 2010, July starts can enroll until June 30th.	Two program start dates: July & January. July starts applied typically through August and January starts typically through February. The published BWC deadlines were June 30th for a July start and December 31st for a January start.
Reporting & Annual Renewal	July starts must report by the last business day in March and January starts by the last business day in September. The report is the annual renewal.	Reports were due by March 31st for July starts and September 30th for January starts. The report was the annual renewal