

# Drug-free workplace a goal of many employers

What is a drug-free workplace? It is an employment setting where all employees adhere to a program of policies and activities designed to provide a safe workplace, discourage alcohol and drug abuse and encourage treatment, recovery and the return to work of those employees with such abuse problems.

Efforts to address employee performance problems, including those related to alcohol and other drugs have been ongoing for several decades. Hundreds of employers have comprehended an important relationship between the worker and the worker's life, for example, that family quarrels and alcohol problems have an immediate negative effect on work output.

As employers began to understand that healthy, happy and sober employees turn out the best products, these early efforts evolved into what are known as employee assistance programs which, in addition to alcohol and drug abuse, address a variety of other employee problems that can effect performance on the job.

The concept of a drug-free workplace has become the norm with



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large-and-medium-sized employers. Efforts are continually made by federal, state and civic and community organizations to bring the drug-free workplace experience to a greater percentage of smaller employers.

Sixty percent of the world's illegal drug market is in the United States, which has six percent of the world's population. Over 20 million Americans use marijuana; an estimated 6 million Americans use cocaine; an estimated half a million Americans use heroin; and an estimated 13 million Americans are alcoholics.

Almost 1/3 of Americans between ages 20 and 40 have used an illicit drug once in the past year. Almost 1/2 of Americans entering the work force have used an illicit drug once in the past year.

tors, civic leaders, parents and neighbors.

Consider the profile of a regular cocaine user:

- Well educated with an average of 14 years of education.

- Employed, 77 percent, and many are well-paid; 37 percent earn over \$25,000 per year.

- Fifty-six percent engage in illegal activity other than drug possession to support the habit, said the National Drug Task Force Journal.

Who does drugs in America? Two thirds of drug abusers are employed. Of these, 3/4 are full time. Forget the old stereotype of the unemployed drug abuser.

The peak age for drug abusers is 18-25 in which 15 percent of males and 10 percent of females abuse drugs.

The overall rate of drug abuse in

America for both sexes and all ages is 5 percent, said the National Household Survey on Drug Abuse.

What is the cost of the problem? The annual cost of federal entitlement programs alone due to alcohol and illegal drug abuse is \$31 billion! And \$21 billion of this amount is due to illegal drug use, non alcohol.

This figure does not include the cost of crime, courts or prisons or the share paid by state and local governments. This figure also does not include the cost of deterrent programs.

Nationwide, almost 10 percent of employees use drugs in the workplace, said the National Institute on Drug Addiction.

Drugs are just as much a problem in the workplace as they are elsewhere. This is largely due to the working environment where groups of people assemble, money is made to pay for drugs, and the threat of getting caught is minimal.

It is estimated that one out of five workers 18-25 years of age and one out of eight workers 26-34 years of age abuse drugs on the job. It is estimated that drug users cost businesses over \$100 billion per year, directly and indirectly.

Drug abusing employees acquire 300 percent higher medical costs and benefits which consequently increases health insurance rates, said the United States Chamber of Commerce.

Illicit drug users are five times more likely to file a workers' compensation claim., said the United States Department of Justice, Drug Enforcement Administration.

Many illegal drugs are bought by money diverted from legitimate businesses and could be as much as \$100 billion a year, 2.5 percent of gross national product and 8 percent of discretionary spending, said the

United States Chamber of Commerce.

Credible studies show that a substance abuser will function at about 67 percent of his capacity, the National Institute on Drug Addiction said. Data supports the "generalization" that they are not productive workers.

Employees using drugs are three times more likely to be late for work and 2.5 times more likely to have absences of eight or more days. Collectively, substance abusers have an absentee rate of 30-35 days per year, said the United States Chamber of Commerce.



Hilaria and Joy Huff

## Pair together 60 years

Joy and Hilaria (Hickert) Huff of Goodland are celebrating their 60th wedding anniversary next month. They were married July 7, 1943, in New Almelo.

The couple will have a reception from 3:30-5 p.m. Saturday, July 5, at the Hickert family reunion in the

4-H building in Norton. Friends and relatives are invited and need not bring gifts.

The couple's daughter Arlene and her husband Roy Hohn live in Littleton, Colo. The Huffs have four grandchildren and two great-grandchildren.

# Pizza Hut to donate 20 percent of sales

By Sharon Corcoran

The Goodland Star-News

Three area Pizza Huts will donate 20 percent of their sales Tuesday to the American Red Cross services in their counties.

The Pizza Huts in Goodland, Colby and Oakley have done several fund raisers in the past year for organizations in their cities, and are all three raising money to help the Red Cross.

Dedra Smith, manager of the Goodland Pizza Hut, said she has

held fund raisers for several organizations in the past year and a half. Smith said she sends out letters to church groups, the swim team, school groups and others offering to help.

There are steps groups have to go through, she said, to set up the fund raiser. Then the pizzeria keeps track of its sales for the day, Smith said, and donates 20 percent to the organization.

The sales include dine-in, carry-out and delivery, Smith said, from

11 a.m.-10 p.m.

Paul VanEaton, manager of the Colby Pizza Hut, said he has raised about \$3,500 in the past year for several organizations. He said he has included all sales except those with coupons.

The coupons already take 20 percent off, he said, and the restaurant can't donate another 20 to charity. So VanEaton said he asks customers with coupons whether they want to use them or donate the 20 percent.

The fund-raisers have been suc-

cessful, he said, and since word of them has gotten out, groups approach him asking for help.

Pizza Hut has done this all year, he said, but it has been pretty heavy in the last couple of months.

"They've been coming to me," he said, "instead of me going to them."

VanEaton said he hasn't sent out letters but has gone to schools and churches offering help.

He said he is trying to set up a fund-raiser for Big Brothers, Big Sisters in July.

# Cool-season grasses need care scheduled year around

Cool-season grasses include tall fescue and Kentucky bluegrass. Here is a lawn calendar for those grasses.

Yes, it's too late to do some of these this year, but you can also plan ahead for next year. The following is a calendar I thought would be useful for the year ahead.

### March

Spot treat broadleaf weeds if necessary. Treat on a day that is 50 degrees F or warmer. Rain or irrigation within 24 hours of application will reduce effectiveness.

### April

Apply crabgrass preventer between April 1 and April 15. Or apply preventer when the Eastern Redbud is in full bloom. If using a product with Barricade, apply two weeks earlier.

Crabgrass preventers need to be watered in before they will start to work.

### May

Fertilize with slow-release fertil-



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These insecticides are effective and very safe. They must be watered in before they become active.

### Late-July through August

If you see grub damage, apply a grub killer. If Merit has been applied, this should not be necessary. Grub killers must be watered in immediately.

### September

Fertilize with lawn fertilizer around Labor Day. This fertilizer does not have to be slow release. If soil test calls for phosphorus or potassium, apply fertilizer after core aerating.

izer. If there are broadleaf weeds such as dandelion, you can use a combination product that will kill the broadleaves as well as fertilize.

### June

If grubs have been a problem in the past, apply a product containing "Merit" or "Mach 2". Either product should be applied by mid-July. Merit can be applied as early as mid-May if there are problems with bill bugs or May Beetle grubs. Both of these work as a grub preventers.

	<b>Jim Carrey</b> <b>Bruce Almighty</b> PG-13: Language; sexual content; some crude humor. www.goodlandnet.com/movies	Bring this AD to the theatre for \$1 Off on a large popcorn & 2 med. drinks EXP. 12/31/03	Fri. & Sat. 7:00 & 9:00 Sun. 1:30 & 7:00 Mon.-Thurs. 7:00 <b>Sherman</b> 1203 Main - Phone 899-6103
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	<b>Goodland Elks Lodge</b> #1528 <b>June 14, 10 a.m. MDT</b> <b>Flag Day Ceremony</b> Grant Junior High School, Goodland, Kan. Presentation of American Flag, flown over the US Capitol building, to Grant Junior High School. Public is invited and encouraged to attend.
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	<b>SLICE OF LIFE</b> <b>TOURNAMENT &amp; BENEFIT AUCTION</b> <b>JUNE 21-22, 2003</b>  Benefit Auction Saturday, June 21, 2003 6:00pm Veterans of Foreign War (VFW) 9th & Main  \$30 Admission for non-tournament participants. Hors d'oeuvres and refreshments will be served. Great entertainment, Oscar & Friends, preceding and following Auction.  Join former Denver Broncos Player & Honorary Chairman Billy Thompson and other Very Special Guests.  For more information contact Brenda McCants at 899-6036  Ticket Locations: Goodland Regional Medical Center - 202 W. 2nd Mr. Jim's - 1112 Main, Goodland VFW
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For more information on **SLICE OF LIFE** Benefit Golf Tournament June 22, 2003, Contact Dale Schields 785-899-6005

	<b>Business After Hours</b>  The Goodland Star-News 1205 Main Ave. When: Friday June 13, 2003 Time: 5:30 to 7 p.m. Sponsered by: Goodland Chamber of Commerce and The Goodland Star-News  <b>The Goodland Star-News</b>  1205 Main Ave • Goodland, Kan. 67735 • 785-899-2338
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