

Drug use common in work place

Drug use in the workplace breeds drug dealers in the workplace. Survey results revealed that 32 percent of workers knew of drug use by employees on the job and 10 percent had been offered drugs to use on the job while at work.

While reviewing these rates, provided by SmithKline Beecham labs, remember that these are the tallies of drug tests on persons who knew that they were subject to drug testing.

Drug users have 3.6 times as many accidents. Up to 40 percent of industrial fatalities and 47 percent of industrial injuries can be linked to alcohol abuse and alcoholism, the Employee Assistance Society of North America said.

Drug users tend to have bad work habits and tend to reduce morale. All professionals should be aware of the prevalence of drug abuse in the workplace.

What Are the Characteristics of an Effective, Comprehensive Drug-Free Workplace Program?

- Active, visible leadership and support of the program by the employer.
- Clear, written Drug-Free Workplace policies and procedures that are applied uniformly.
- Employee and union involvement in program development of the program.
- Management, supervisors, union representatives and employ-



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- prevention center

ees who are knowledgeable about their roles, rights and responsibilities under the Drug-Free Workplace policy.

- Access to treatment and follow-up for problems.

- Methods of identifying alcohol and drug abusers, including drug testing, for the purpose of providing the opportunity for treatment, recovery and the return to work.

What Are the Components of a Comprehensive Drug-Free Workplace Program?

The Drug-Free Workplace is a more recent term and concept introduced by the federal government's policy for its employees in 1986 and placed in the private sector by the President's Drug Advisory Council.

A comprehensive approach to having a Drug-Free Workplace would include:

- A written policy.
- Access to assistance.
- Employee education.
- Supervisor training.
- Drug testing.

Written policies assure that all employees have the same under-

standing of their rights and responsibilities under the program, and that employers administer the program uniformly among all employees.

There are a number of reasons why employers should establish Drug-Free Workplace programs, such as:

- Compliance with laws or other regulations.
- Qualification for insurance discounts, rebates and other incentives.
- Prevention of associated problems, for example, absenteeism, accidents, injuries and productivity loss.
- Response to an incident or pattern of substance abuse.
- Expression of support for the majority of employees who do not abuse alcohol or drugs.
- Investment in worker health, safety and family stability — the marketing of Drug-Free workers and services.

It is beneficial to both the employer and the employees to have a program and policies designed to reduce and eliminate the negative effects of alcohol and drug abuse and provide a safe workplace.

The employer should provide a

written policy that:

- Explains why the product or service provided is inconsistent with employee alcohol and drug abuse.
- Provides information about the dangers of alcohol and drug abuse.
- Spells out what kind of assistance will be provided to substance abusers who voluntarily report their abuse problems or have been identified as a drug or alcohol abuser through other means.
- Spells out the roles, rights and responsibilities for employees and supervisors under the program.
- Describes the sanctions which will apply for violations of the policies.
- Assures personal privacy and dignity in reaching the goal of a Drug-Free Workplace.

In addition, the written policy should include provisions for training supervisors on their role in the program and drug testing, if necessary, on a carefully controlled and monitored basis.

If the policy will include testing, it should specify the nature, frequency and type of testing that will be included.

It should also include the identification of the drugs for which employees will be tested.

If you would like more information about a drug-free workplace and successful programming, log on to: www.drugfreeworkplace.com.



Stephanie Pearce and Ben Johnson

Couple wed last year

Stephanie Jane Pearce of Wallace and Ben Frazier Johnson of Sharon Springs were married August 10, 2002, at the Sharon Springs United Methodist Church in a double ring ceremony. Pastor Robert Ball officiated.

Bryan and Lois Pearce of Wallace are the bride's parents, and Dale and Carol Johnson of Sharon Springs are the groom's.

The bride was given in marriage by her parents. She wore a strapless A-line satin gown accented with embroidery and rhinestones on the bodice and train. She carried a bundle of lavender roses.

The attendants carried yellow roses with purple accents.

Emily Hutchins served as the bride's personal attendant. Brenda Kirkham was the maid of honor, and Jennifer Chick and Jan Johnson were bridesmaids.

The ring bearer was Dane Frazier, and the flower girl was Regan

Bartels. Taylor and Cody Pearce served as candlelighters. Guest book attendants were Anna Krone and Robyn Unruh.

Tom Johnson was the best man, and Nathan Pearce and Matthew Pearce were the groomsmen. Ushers were Garrett Roop, Chad Poe and Courtney Poe.

Music for the ceremony was provided by singers Cecil and Jayne Pearce, pianist Beverly Elder and organist Norma Staker.

The reception was held at the United Methodist Church Fellowship Hall. Valerie Johnson, Joni Pearce and Megan Pearce were the hostesses.

After a wedding trip to the Colorado mountains, the couple is at home in Cheyenne, Wyo.

The bride graduated from Kansas State University and is a teacher. The groom also graduated from Kansas State University; he is a rancher.

Houseplants need to be repotted after spring growth

As outdoor plants break dormancy and start to grow in response to the longer days and warmer temperatures of spring, houseplants usually put on a spurt of growth.

Eventually, these indoor plants outgrow their containers and need to be repotted. To check if your plants are becoming root bound and need a larger pot, inspect the root system.

First, knock the plant out of its pot. Watering several hours before this operation will allow the plant to be removed more easily.

On pots that are eight inches in diameter or less, place one hand over the top of the pot with the stem of the plant passing between two fingers and turn the plant upside down. Then rap the edge of the pot against a table. The root ball should



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If the original pot is less than 10 inches, move up in size one inch. If 10 inches or larger, increase the

come away from the pot.

On pots that are more than eight inches in diameter, a bit more encouragement may be needed. Place the pot on its side and rap the top edge of the pot with a rubber mallet. Turn the plant a few degrees, and repeat the procedure until the root ball releases.

Once the plant is free of the pot, take a look at the root ball. If you see a clear network of roots, the plant needs to be moved up to a larger pot.

size two inches.

If the pot has one or several large holes in the bottom for drainage, cover the holes with pot shards (pieces of a broken clay pot) or gravel so that the potting mix is not washed out during watering.

It is essential that the plant sit at the same level it was in the old pot. Add enough potting mix to the bottom of the pot to ensure this. This mix will need to be firmed before the plant is placed on top of it so it

doesn't settle over time.

After the plant is placed, fill in around the original root ball with potting soil. Again, firm this soil with a slender stick or tap the bottom of the pot on the table. If this firming is not done, this new soil will be so light and airy that water will tend to move through it rather than through the whole root ball.

Water the plant thoroughly after repotting but be especially careful not to over water for about two weeks. The new soil tends to stay wet until roots penetrate, and overwatering can lead to rot.

Most plants need to be repotted annually, though vigorous growers may need to move up sooner. Also, there are certain plants that are slow growers that may stay in the same pot for more than one year.

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