

# Restaurant Drug-Free Workplace — State Programs

## Alabama

Alabama offers a **5%** worker's compensation premium discount for companies that institute drug-free programs. This applies to all worker's compensation policies issued and renewed in Alabama on or after July 1, 1996. Employees must be certified by the Workers Compensation Division of the Alabama Department of Industrial Relations to qualify for the discount. Drug-free program must include a written policy statement, substance-abuse testing program, provisions for employee assistance program, employee education and supervisor training.

## Arkansas

Arkansas offers a **5%** worker's compensation insurance premium credit to businesses with worker's compensation. The goal of a drug-free workplace is to promote productivity and desired level of success without delays caused by substance-abuse-related accidents. Employers must establish a written policy, explore drug-testing options, train supervisors and all employees on drug-free program required by AWCC Rule 099.36.

## Florida

Florida offers a **5%** premium credit from your insurance carrier to your worker's compensation insurance premium when you establish a drug-free program. The program must include a written safety policy and rules, preventive maintenance, safety training and inspections. The workplace must have a first-aid kit on hand and keep records of accident investigation. The program must be in compliance with s.440.102, Florida Statutes.

## Georgia

Georgia offers a **7.5%** reduction on worker's compensation premiums when a drug-free workplace is established and certified. Employer must submit a copy of the certificate each year to the carrier to receive discount. All self-insured employees must attach a copy of their certificate to their annual payroll report. The company's calculated premium will be reduced by **7.5%**. The reduced premium will reduce the amount the company is assessed. All employees must be educated on the company's new drug-free program.

## Hawaii

Offers at least **5%** discount on worker's compensation premiums to employers who maintain an effective safety and health program.

## Mississippi

Mississippi offers a **5%** reduction in worker's compensation insurance premiums to employers who implement a drug-free workplace program that meets all requirements. Employers will apply for this discount through a process referred to in the Act as "self-certification." All employers will apply directly to their insurer for the discount. The drug-free program must include a written policy statement and comply with separate drug and alcohol testing of employees. The drug-free program must offer employee assistance and explain the benefits of the program's services. All employees are to be educated on substance abuse before implementation of the drug-free program. Every year after an annual education program, employers must provide a minimum of one hour of instruction on substance abuse and a review of employer's policies and procedures on drug and alcohol use.



# Restaurant Drug-Free Workplace—State Programs (continued)

## New York

New York offers a **10%** credit on worker's compensation insurance premium over five years when a Workplace Safety and Loss Prevention Incentive Program is established. Additional discounts available for at least \$5,000.00 in annual worker's compensation insurance premiums if a worker's compensation experience rating of less than 1.30 is maintained. The goal of New York's safety incentive program is to reduce and prevent injuries to employees in workplaces covered by the New York State worker's compensation board. A written company policy, employee training and employee consent to policy is required. The insurance premium credit is valid for three years and may be renewed every three years.

## Ohio

Ohio's drug-free program has three levels: basic level, advance level and comparable programs. The basic level employers are eligible for **4%** premium discounts after meeting all requirements. The advance-level employers are eligible for a **7%** premium discount when they meet all requirements. The comparable program is for employers who are not eligible for a premium discount. However, if an employer wants to bid on state of Ohio public improvement or construction projects they must have a drug-free program. The number of employees does not affect requirement.

## Tennessee

Tennessee offers a **5%** premium discount for employers who install a drug-free workplace program. With a drug-free program, employers are entitled to discharge or discipline an employee who violates company's written drug-free policy. If an employee received a positive drug test for illegal drugs or alcohol after a workplace injury or refuses to submit to a drug test, the burden of proof is shifted to the employee. To receive credit, all supervisors and employees must be educated in maintaining a drug-free workplace. All employees must receive a copy of the written policy and sign a drug and alcohol consent form. Drug testing may begin 60 days after notifying employees of drug and alcohol testing.

## Virginia

Virginia offers a **5%** premium discount for employers who establish a drug-free workplace program. Discounts are provided by insurer who establishes program criteria. The drug-free program must include a written policy, employee training, employee assistance and drug-testing options.

Should you have any questions or need further assistance, please visit our website, send an email or call us.

*\*Information provided subject to change and represents currently available data as of the date of release.*



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