



Drug Free Safety Program

Premium bonus for the implementation of a program promoting occupational safety and health for workers which addresses the use and misuse of alcohol and drugs in the workplace.

PROGRAM OVERVIEW

An incentive program designed to eliminate the use of drugs and alcohol in the workplace and to enhance safety practices.

ELIGIBILITY REQUIREMENTS

- Private, state-funded employer or public employer taxing district
- Current on any and all premium payments, administrative costs, assessments, fines or amounts owed to the Ohio Bureau of Workers' Compensation (BWC)
- Current on all prospective billing true-up filings and payments
- Active, reinstated or debtor in possession policy status by the application deadline
- No cumulative lapses in coverage in excess of 40 days within the 12 months preceding the original application deadline or subsequent anniversary deadline of program renewal
- Active and not lapsed when bonus is calculated by BWC

DISCOUNT LEVELS

The DFSP offers two levels of participation: basic and advanced. There is no continuous participation limit on this program.

Program	Bonus %
Basic	4%
Advanced	7%

COMPATIBILITY WITH OTHER BWC PROGRAMS

While participating in the Drug Free Safety Program, employers **can** participate in the following programs:

- \$15k Medical Only
- Go Green
- Group Rating
- Grow Ohio Incentive
- Industry Specific Safety Program
- Lapse Free
- Safety Council
- Small Deductible
- Transitional Work Bonus Program





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APPLICATION DEADLINE

Employers must submit an application for the Drug Free Safety Program (U-140) to BWC for review and approval.

Employer Type	Program Start Date	Enrollment Deadline	Reporting Deadline
Private Employer	July 1	Last business day of May	Last business day of March
Public Employer Taxing District	January 1	Last business day of November	Last business day of September

PROGRAM LEVEL REQUIREMENTS

Below is a summary of the program requirements for each level of participation.

Basic Program	Advanced Program
<ul style="list-style-type: none"> • Annual Report • Annual online safety assesment • Accident analysis training for supervisors • Use online accident analysis on BWC web site for each accident/claim • Written policy • Miniumum one hour annual employee training • Minimum two hour first year and one hour refresher supervisor training • Pre-employment, post accident, reasonable suspicion and return to duty follow-up drug/alcohol testing • .04 BAC cut off level for alcohol • Zero tolerance • List of referrals for employee assistance 	<ul style="list-style-type: none"> • Annual Report • Annual online safety assesment • Accident analysis training for supervisors • Use online accident analysis on BWC web site for each accident/claim • Written policy • Miniumum one hour annual employee training • Minimum two hour first year and one hour refresher supervisor training • Pre-employment, post accident, reasonable suspicion or return to duty follow-up and 15% random drug/ alcohol testing • .04 BAC cut off level for alcohol • Second chance program • Substance Assessment for employee assistance • Annual Safety Action Plan