



**SAFETY AND
HEALTH ARE
VALUES!**

Stakeholders Best Practices

Tailgate Health Meeting Series II

"RED FLAGS OF SUBSTANCE ABUSE"

Recent drug screenings of miners have identified significantly high percentages of positive results. This trend calls for an increased level of training to identify workforce substance abuse through visual indicators. These red flags may warrant intervention and referral.

BEST PRACTICES:

- Provide miners with company policies and procedures concerning substance abuse.
- Provide materials that educate miners about what constitutes substance abuse.
- Provide training that will help miners visually identify symptoms of substance abuse in co-workers such as:
 - Increased absenteeism
 - Changes in behavior / attitude
 - Changes in work or safety performance
 - Depression or anxiety
 - Changes in personal appearance and hygiene
 - Evidence of current substance use:
 - ◆ Slurred speech
 - ◆ Frequent staggering / stumbling
 - ◆ Chemical or alcohol odor
- Provide advanced training to front line supervisors



Note: Increased scrutiny may encourage miners to seek help through Employee Assistance Programs or volunteer substance abuse counseling agencies.

Developed in cooperation with:

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E-4 Mine, TECO Coal Corporation, Perry County, Kentucky
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