

Alcohol and Drug Use How Would You Handle It?

Case Study #1

On Sunday morning, Bill, a Pilger Operator, arrives 45 minutes late for his shift. He says that he slept in. Later in the shift, one of his colleagues notices that Bill is working very slowly. He goes over to see if everything is all right. He notices that Bill's eyes are red and that his breath smells of alcohol. He asks him if he is okay, to which, Bill replies yes. He goes back to his workstation, wondering if he should report it to his supervisor. He doesn't want to get Bill in trouble, but at the same time, is concerned for plant safety. If you were Bill's colleague, how would you handle it?

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Case Study #2

Sam's supervisor has been noticing for several weeks that Sam, one of their best Butt welders, has been making mistakes fairly regularly. Each time that he has approached Sam about it, Sam has blamed it on the machine, or the tubes. Sam's supervisor has also noticed that Sam has been taking longer breaks than he is allowed. In the lunchroom, he overhears Sam telling one of his colleagues where to get cheap dope. He wants to ask Sam if he is smoking up before or during shifts, but is not sure how Sam will react. If you were Sam's supervisor, how would you handle it?

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Case Study #3

Susan, a Crane Operator, has been taking pain medication ever since she hurt her back two years ago. She often calls in sick, so one of her colleagues has to work overtime to fill in for her shift. Her colleagues are beginning to complain to the supervisor. Twice in the last month, she has forgotten to put enough slings around the tubes and has almost dropped them on one of her colleagues. Her supervisor is thinking of removing her from this position, but is concerned what the union might say. If you were Susan's supervisor, how would you handle it?

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Case Study #4

You are a company of 234 employees. The boss is leaving for another job. Because he was such a swell guy, the union and HR decide to throw him a farewell party. A committee is formed. The committee decides to hold a dinner and dance at a community hall. There is no company policy concerning parties and the use of alcohol by employees; however, the committee wants this to be a safe, trouble-free event. Based on what you know now, what guidelines would you recommend to the committee to prevent injuries and reduce corporate liability?