



Survey shows substance abuse common

A survey conducted this summer among tribal, Warm Springs Forest Products Industries, Warm Springs Apparel Industries, Kah-Nee-Ta and Bureau of Indian Affairs employees shows that 99 percent of the 470 participants feel there is a drug problem in their workplaces. (See chart on this page.)

Nearly 18 months ago, WSFPI management became concerned with the possibility of drug and alcohol use of employees while on the job. A number of steps were taken to curb the use of drugs and alcohol at the mill. One such effort was the employment of security personnel. Drug testing was also suggested as a way to curtail the problem.

Tribal Council appointed Bob Jackson, tribal health branch manager, Larry Adams, a tribal consultant and John Anderson, an analyst of information systems in charge of human resources to assist WSFPI and tribal departments deal with the problem. A 12-question survey dealing with drug and alcohol use on the job was formulated and presented to employees. Twenty-eight percent of the total workforce participated in the survey. Participation was on a voluntary basis.

The results and recommendations of the survey were presented to Tribal Council in October. Council passed Resolution #7687 which stated the increase of alcohol and drug abuse has created problems. The results also showed that the use of alcohol and drugs on the job has resulted in a loss of money to employers and social costs to workers, families and the community. WSFPI proposed pre-employment screening for drug and alcohol and testing of workers for on-the-job substance abuse. Tribal Council stated drug and alcohol use in the workplace is unacceptable and felt any testing should be applied uniformly among all tribal employees.

Jackson, Adams and Anderson were charged with developing a broad alcohol and drug testing policy which would include testing in the workplace. Council also wanted a cost analysis of the project plus the projected savings and expected

impact should such a program be enacted. After the program is prepared and submitted to Tribal Council for review, community meetings will be held to explain the program.

The "Drug Free Workplace Policy" was presented to Tribal Council November 15. Council accepted the policy because it addressed the "needs" of the Tribe and "its enterprises." Resolution 7716 was passed approving the policy.

The resolution states "that the community be informed of this policy by publication of an article or articles in Spilyay Tymoo, notices to employees and community meetings."

The policy is to be implemented no later than March 1, 1989.

WARM SPRINGS DRUG-FREE WORKPLACE

EMPLOYEE SURVEY RESULTS

(Conducted: June - August 1988)

QUESTION #	TRB. ORG.	W.S.F.P.I.	KAH-NEE-TA	W.S.A.I.	B.I.A.
# 1 Is there a problem?	Supervisors - 36% Yes Labor - 28% Yes Total - 31% Yes 100% *	Supervisors - 53% Yes Labor - 49% Yes Total - 49% Yes 100% *	Supervisors - 52% Yes Labor - 24% Yes Total - 37% Yes 98% *	Supervisors - 100% Yes Labor - 14% Yes Total - 33% Yes 100% *	Supervisors - 44% Yes Labor - 23% Yes Total - 30% Yes 92% *
# 2 Average number of co-workers?	15 workers in group	31 workers in group	17 workers in group	24 workers in group	17 workers in group
# 3 Average number of co-workers using at work?	1.0 workers using (7%) 22% *	4.8 workers using (15%) 37% *	1.5 workers using (9%) 22% *	.6 workers using (3%) 22% *	.9 workers using (5%) 23% *
# 4 Average number of co-workers at work with "manager"?	.9 dysfunctional (6% influenced) 59% *	1.6 dysfunctional (5% influenced) 32% *	1.9 dysfunctional (11% influenced) 49% *	.6 dysfunctional (3% influenced) 22% *	1.3 dysfunctional (8% influenced) 49% *
# 5 Drugs or Alcohol a bigger problem?	79% Alcohol 21% Drugs 53% *	68% Alcohol 34% Drugs 63% *	81% Alcohol 19% Drugs 48% *	89% Alcohol 11% Drugs 67% *	95% Alcohol 5% Drugs 23% *
# 6 Drugs next used?	1. Marijuana - 26% 2. Cocaine - 26% 3. Alcohol - 15% 4. Speed - 5% 52% *	1. Marijuana - 32% 2. Cocaine - 15% 3. Alcohol - 8% 41% *	1. Marijuana - 33% 2. Cocaine - 24% 3. Alcohol - 7% Speed - 7% 52% *	1. Marijuana - 55% 2. Cocaine - 22% 3. Alcohol - 11% LSD - 11% 67% *	1. Alcohol - 21% 2. Marijuana - 16% 3. Cocaine - 2% 40% *
# 7 Average number of drug/alcohol-related accidents at work?	.2 accidents (1 per 5 employees) 8% *	.3 accidents (1 per 3 employees) 11% *	1.8 accidents (1.8 per 1 employee) 15% *	1.1 accidents (1.1 per 1 employee) 11% *	.36 accidents (1 per 17 employees) 5% *
# 8 Average number workers disciplined for use?	1.3 disciplined (9%) 9% *	2.6 disciplined (8%) 8% *	.8 disciplined (3%) 5% *	1.4 disciplined (6%) 6% *	.7 disciplined (3%) 10% *
# 9 Favor drug testing? 72%	Supervisors - 85% Labor - 76% Total - 80% 94% *	Supervisors - 76% Labor - 74% Total - 74% 98% *	Supervisors - 64% Labor - 50% Total - 61% 98% *	Supervisors - 100% Labor - 71% Total - 78% 100% *	Supervisors - 71% Labor - 40% Total - 44% 44% *
#10 Area of greatest need?	35% Everywhere 87% *	34% Everywhere 79% *	24% Everywhere 81% *	44% WSFPI 78% *	33% WSFPI 77% *
#11 Workers abusing?	3% Management 11% Labor 40% *	3% Management 11% Labor 47% *	6% Management 16% Labor 46% *	0% Management 13.5% Labor 33% *	6% Management 11% Labor 44% *
#12 Recommended Actions	1. Drug Testing - 24% 2. Education - 22% 3. Rehabilitation - 21% 4. Termination - 17% 5. Tougher Lgs - 15% 72% *	1. Drug Testing - 32% 2. Rehabilitation - 21% 3. Termination - 18% 4. Tougher Laws - 13% 5. Education - 11% 70% *	1. Education - 31% 2. Tougher Laws - 18% 3. Rehabilitation - 15% 4. Testing - 13% 5. Disciplining - 13% 72% *	1. Tougher Laws - 33% 2. Testing - 22% 3. Disciplining - 22% 4. Education - 11% 5. Counseling - 7% 78% *	1. Rehabilitation - 50% 2. Education - 28% 3. Tougher Laws - 14% 4. Termination - 2% 49% *
AVERAGE LENGTH OF SERVICE	5.6 Years	11.1 Years	3.9 Years	.7 Years	6.4 Years

* Percent of respondents answering question

Drug-free workplace policy adopted for organization

It is the policy of the Confederated Tribes of Warm Springs to provide its employees with a safe and healthy work environment. In order to do so, the Tribe prohibits the use, sale, dispensing or possession of illegal drugs and alcoholic beverages in the workplace. All legal or prescription drug use which may impair employees in performing their jobs is regulated also.

To accomplish the purpose of a Drug Free Workplace environment the Confederated Tribes of Warm Springs:

1. Establishes an Employee Drug Testing Program that;

a. will test employees where there is probable cause to suspect drug or alcohol use in the workplace;

b. will test randomly not less than 10 percent of all management and supervisory employees within the work force each year;

c. will monitor employees during a period of one year following completion of a substance abuse rehabilitation program.

2. Recognizes the need to establish an Employee Assistance Program (EAP) that will:

a. help employees become aware and informed about the use of behavior altering substances.

b. provide opportunities for supervisors and managers to be effective in assisting employees to be productive and in resolving

problems that interfere with that purpose.

c. assist troubled employees who assume responsibility for taking the action necessary to correct their problems at the work site.

3. Will pursue all efforts to terminate and prosecute all employees involved in drug trafficking.

4. Allows the Tribal Organization WSFPI, Kah-Nee-Ta, WSAI, Warm Springs Power Enterprises work sites and other work sites under Tribal Council jurisdiction, to expand the drug free workplace testing program within their own work site, and at the expense of their work site, to include testing:

a. all applicants prior to employment;

b. employees in "critical" positions, as determined by each work site;

c. all employees within their work site who are designated as supervisors and managers;

d. randomly each year not less than 10 percent of all employees within their work site who are not designated as part of the managerial or supervisory work force;

e. employees for whom being drug free has become a condition of employment.

The "Guiding Principles" for a drug free workplace, the "Conditions and Procedures" will be covered in the next edition of Spilyay.

Guiding principles detail conditions, procedures

The intent of the Confederated Tribes of Warm Springs, Oregon "Drug Free Workplace" policy is not to diagnose alcoholism/chemical dependency but rather to respond appropriately and consistently to inappropriate work behavior that could be the result of a variety of causes.

The Confederated Tribes takes the position that alcoholism and chemical dependency is an illness and that an employee with this illness should have the same opportunity to rehabilitate as any other illness—should they choose to do so. However, this position in no way circumvents the discipline policy already being utilized by the Tribal Organization, WSFPI, Kah-Nee-Ta, WSAI, WSPE and other work sites under Tribal Council

jurisdiction. Therefore, any "reasonable request" of an employee by a supervisor that is refused will be handled through existing policy and procedures.

The drug free workplace conditions and procedures, established to carry out the intent of the "Drug Free Workplace Policy", are as follows:

a. Alcoholism/chemical dependency is recognized as a disease for which there is treatment and rehabilitation, and for which the employee has individual responsibility;

b. Employees or covered family members (immediate) who suspect they may have an alcohol/drug problem are encouraged to seek rehabilitation through the Employee Assistance Program (EAP)

in order to arrest the disease as early as possible;

c. Any person having this disease will receive the same consideration that is presently extended under the existing benefit plans to those having any other disease;

d. These conditions and procedures apply to instances of alcohol/drug use which affect the job performance of the individual, the safety of co-workers and the public, the reputation of Warm Springs work sites, and the violation of federal, state and local laws;

e. No employee will have job security or promotional opportunities jeopardized by a request for rehabilitation for an illness;

f. Referral for diagnosis will be based on job performance, safety factors and/or test results (as

specified);

g. The refusal of the individual to accept referral for diagnosis or to follow prescribed treatment will be handled through existing disciplinary procedures;

h. The confidential nature of the EAP records of individuals with substance abuse problems will be strictly preserved, separately maintained from the personnel files unless disclosure or release is required by law or given written consent by the individual and will be destroyed upon successful rehabilitation by the employee;

i. Employees utilizing the EAP will be expected to meet existing job performance standards, safety standards and established work rules within the framework of existing agreements.

How to live long enough to be the life of the party

The holiday spirit is here. It's the time of the year for rejoicing, for festive get-togethers and good times with family and friends. Whether you're the host or one of the guests, remember the holidays are also a time to look after each other. Don't take a chance on your holiday dreams turning into nightmares.

Each year, 10,000 Oregonians are seriously injured and 300 more are killed because of drinking drivers. Keep the holiday spirit alive for you and for your friends. Don't

drink and drive!

Keep an eye on the holiday spirits

It is illegal to drive in Oregon with a blood alcohol content (BAC) of .08% or more. At this level of intoxication, you might not notice any visible signs, especially among experienced drinkers. But while they might be able to cover up the outward signs, no one—no matter what they say—can change the body's reaction to alcohol. At just .05 BAC, reflex time and depth perception are impaired. And at

.08, the odds are increased six times that a drinking driver will cause a crash. So watch how much you drink. And how much your guests drink. It's the best way to tell for sure.

Guests don't live on bread alone

Serve unsalted, high-protein food, especially before you serve alcohol. Although food has no power to sober anyone up, it does slow down the rate of alcohol absorption in the blood stream. If there's food around, your guests

will tend to drink less and enjoy your party more.

Holiday Hosting

* Select a bartender who'll pour single drinks for your guests.

* If there's no bartender, have several jiggers placed at the bar so guests will measure their own drinks and regulate their intake.

* Don't rush to refill glasses. Respect a "no thanks." The body can generally handle one drink per hour.

* Non-alcoholic drinks should be as inviting and accessible as alcoholic drinks.

* Keep the festivities going with games, music and food.

* Stop serving alcohol about an hour before the party ends. It gives the body time to absorb some of the alcohol. Serve coffee, punch and holiday desserts instead.

Watch for warning signals

If you see any of the following behavior patterns, there's a good chance your guest or friend has had too much to drink and can't drive.

- Lack of coordination
- Trouble lighting cigarettes
- Difficulty walking, or unusual gait
- Rambling conversation
- Trouble remembering
- Overly friendly or annoying
- Acting aggressively
- Radical changes in behavior
- Slurred speech
- Loud, boisterous or crude behavior
- Clothes or hair messed up
- Bloodshot eyes
- Depressed, sullen, crying or moody

Home for the holidays

Your guests should be responsible for themselves and appreciative of your efforts for their safety. However, if you're concerned that anyone has had too much to drink, don't let them drive. Don't take "I'm fine" for an answer. Be polite, but be firm. Do one of the following:

1. Suggest that you drive them home.
2. Suggest that they stay overnight at your home.
3. Take their car keys away if they insist on driving.

Statistics on Indian AIDS victims scarce

Although only 64 Native American AIDS cases had been reported in 22 states by May 24, 1988, it is estimated the actual figure is two to four times higher, since this number reflects only those American Indians/Alaskan Natives treated by Indian Health Services (IHS), and not those treated by private, city or state health care agencies. For example, IHS listed no Native American AIDS cases in the three state area of Washington, Oregon and Idaho as of July, 1987, while the Seattle-based Northwest AIDS Foundation listed 11 Native Americans with AIDS, 3 of whom had died. Most states do not bother to list Native Americans as a specific category.

Thirteen percent of Native American AIDS cases are female. The potential for AIDS to gain a foothold in the Indian community is

high.

AIDS is a disease caused by a virus. If this virus gets into your blood, there is a good chance you will get AIDS. You might not get sick for months or years. Right now, there is no cure for AIDS. Most people who get AIDS will die.

Anyone can get AIDS. The AIDS virus doesn't care what race you are or if you're a man or woman, young or old. You can still get AIDS.

You can get the AIDS virus by:

* Having sex with someone who has the AIDS virus. (They may not know they have it.)

* Sharing needles to shoot drugs.

* If you are pregnant and have AIDS, you can give it to your baby.

* Before 1985, a few people got AIDS from blood transfusions.

transfusions much safer.

* Exchanging blood, semen or vaginal secretions with an infected person.

You don't get the AIDS virus through touch, food, coughs, sneezes, toilet seats, mosquitos or clothes. AIDS is NOT spread by casual contact. You cannot get it by hugging. You won't get AIDS by shaking hands, sharing a drink, a home, a classroom or a workspace with someone who is infected.

Most of the time, you can't tell if you or someone else has the AIDS virus. So you need to know how to protect yourself. It is up to each of us to take the responsibility of protecting ourselves. You can protect yourself by following these safety precautions:

* Use a condom for all types of sex. Also use foam, cream or jelly with nonoxynol-9 in it. This chemical may kill the AIDS virus.

* Have sex with only one person. This lowers your chances of getting AIDS. But still you need to use condoms to be safe.

* Don't share needles.

* Hugging, kissing and touching are safe.

* Abstinence (not having sex) is the safest.

* Don't mix drugs, alcohol and sex. Drugs and alcohol may impair your judgment and reduce your ability to make wise decisions.

AIDS is serious. AIDS is dangerous. AIDS can kill. There is no cure for AIDS.

Learn about AIDS and practice safety. AIDS is affecting the child-bearing population. We need to protect our future generations. If you need information about AIDS, contact the Wellness Program, I.H.S. or your local County Health Department.