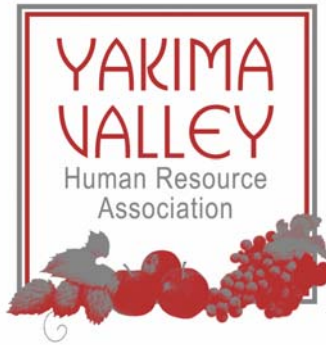


[www.yvhra.org](http://www.yvhra.org)



Volume 8 Issue 8  
August 2007

SSUE

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### August Ice Cream Social

Sweet treats and eats

August 29, 2007

Guests are welcome.

\$10 per person!

5:00 pm - 7:00 pm at the Soda Fountain

2105 Tieton Drive; Yakima

RSVP Online at

[www.yvhra.org](http://www.yvhra.org)

or email [finance@yvhra.org](mailto:finance@yvhra.org)

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### Ice Cream Social

**YUM!**

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*Drug and alcohol  
training for supervisors  
and managers  
Coming in October*

**WEDNESDAY  
OCTOBER 10, 2007  
8:00 AM TO 12:00 PM  
AND  
1:00 PM TO 5:00 PM  
YAKIMA REGIONAL  
MEDICAL CENTER  
AUDITORIUM  
Schedule this event  
today!**

**See Page 4 for more  
information about  
workplace drug abuse**

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## Coming in October:

A 2-hour mandatory training for supervisors on workplace prevention of drug and alcohol use and how to manage reasonable cause testing. The training meets the requirements for employees who are regulated by the Federal Department of Transportation and is appropriate for all supervisors and managers.

The 3<sup>rd</sup> hour of the event will be: "How to manage an injured worker from accident to return to work."

The Department of L & I will join us to teach supervisors and managers how to conduct a thorough accident investigation during the fourth hour, and will discuss the best ways to prevent accidents.

There will be two sessions, one in the morning and a repeat of the material in an afternoon session.

The fee for this half day event is \$49 each for 1-2 participants from the same employer, and \$39 per person for additional people from the same employer.

## English-Only Policies in the Workplace

*Morrison & Foerster LLP*

English-only policies in the workplace are not new. The first reported case involving an English-only policy occurred in Texas in 1979. Since that time, numerous employers have either adopted or considered adopting such policies.

While employers can identify benefits of having an English-only policy, such a policy may expose an employer to claims of national origin discrimination. Applicable case law and regulations are complex and in some cases inconsistent.

This article provides a brief overview of the regulations surrounding English-only policies, court decisions that define what constitutes a business necessity, and recent developments relating to English-only policies in the workplace.

Check out the full text of this article at:  
<http://www.venulex.com/articles/tabid/66/docid/6294/Default.aspx>

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**The EEOC has issued  
guidelines for English  
only policies**

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## Our Wonderful Sponsors:

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### YVHRA \$100 Sponsor: Columbia Center

The Simon Giftcard, good anywhere Visa is accepted, is available from the Simon website, [www.simon.com/volume](http://www.simon.com/volume). Not only do these giftcards create memorable employee incentives, but ordering and receiving them at your desk makes it extremely convenient. Make your employee reward programs even more effective! Contact Kim Harvey, [kharvey@simon.com](mailto:kharvey@simon.com), 509-783-2109.

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### YVHRA \$25 Sponsor: Yakima Valley Credit Union

Yakima Valley Credit Union is a not-for-profit, member-owned financial institution offering a full range of products and services including low rate loans and high rate certificates, free checking and bill payer, and many more. Membership is open to anyone in the state of Washington. Call 509-248-1720 for more information.

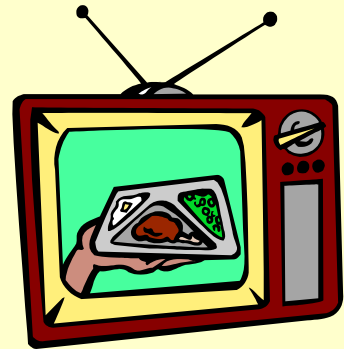
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### YVHRA \$100 Sponsor: Gallagher Reppond

Gallagher Reppond offers benefit Brokers & Consultants with over 25 years of experience. Call Nancy Kokenge or Tamara Rogers in the Yakima office for more information. 509-965-6000.

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Thank you Columbia Center, Yakima Valley Credit Union, and Gallagher Reppond for supporting Yakima Valley Human Resources Association!



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*And now, a word from our sponsors....*

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## Workers and Drugs:

Survey Shows Most Drug and Alcohol Abusers Work Full-Time, Are More Likely to Work For Employers That Do Not Test

Jackson Lewis

Mark DeBernardo, Roger Kaplan, Matthew Nieman, Kathryn Russo



A link between the absence of employer substance abuse testing and the incidence of abusing employees in the workforce appears to emerge from a study recently released by the Substance Abuse and Mental Health Services Administration ("SAMHSA"), a division of the United States Department of Health and Human Services. The results of a nationwide survey conducted in 2002-2004 concerning workplace substance abuse issues, entitled "Worker Substance Use and Workplace Policies and Programs," was based on data collected from a sample of 128,000 people employed full-time, ages 18 to 64, who participated in SAMHSA's National Survey on Drug Use and Health. The survey, released on July 16, 2007, underscores the fact that use of illicit drugs and alcohol in the workplace is widespread. Some of the survey's more significant highlights for employers include the following:



- Most of the nation's approximately 14 million current illicit drug users and approximately 15 million heavy alcohol users hold full-time jobs.
- Current drug users were more likely to work for employers who did not conduct drug or alcohol testing.
- Highest rates of current illicit drug use were among food service workers (17.4%), construction workers (15.1%), and arts, design, entertainment, sports and media employees (12.4%).
- Highest rates of current heavy alcohol use were found among construction, mining, excavation and drilling workers (17.8%), installation, maintenance and repair workers (14.7%), and food service workers (12.1%).
- Illicit drug use and heavy alcohol use are associated with higher levels of absenteeism and frequent job changes. For example, nearly twice as many current illicit drug users skipped one or more days of work in the past month compared with workers who did not abuse drugs. Drug users were also far more likely to report missing two or more days of work in the past month due to illness or injury compared with workers who did not abuse drugs.
- Substance abusers had high job turnover rates. Among full-time workers who reported current illicit drug use, 12.3% said they had worked for three or more employers in the last year, compared with 5.1% of non-abusing workers.

For more information, go to:

<http://oas.samhsa.gov/work2k7/toc.cfm>



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