



## DO YOU SUSPECT YOUR EMPLOYEE OF MAINTENANCE DRINKING ?

**I have an employee who comes to work with a slight smell of alcohol on his breath. He appears perfectly sober and capable of work. I haven't had a problem at all with him. I have not referred for testing because I am not suspicious he is under the influence. Should I be?**

Don't ignore this any longer. You should review your organization's drug and alcohol policy for guidance on how to proceed. Also, consult with the EAP and your manager. Workplaces are different and so are drug and alcohol policies. While some companies may prohibit alcohol consumption by

employees during the workday - even while employees are away from a facility on a lunch break, other business organizations that entertain customers may not have such provisions. Alcohol on the breath in the morning may signal maintenance drinking. The employee consumes alcohol to prevent symptoms of withdrawal, which would be visible if the blood alcohol level were to drop. High tolerance in such instances would allow the employee to appear sober, even though he has a relatively high blood alcohol content, which makes him a safety risk.



### Leadership Orientation Session B

Tue. June 04, 2019 - Charles City, IA

Class Time: 2:00pm - 5:00pm

Wed. June 05, 2019 - West Des Moines

Class Time: 8:30am - 11:30am

Fri. June 07, 2019 - Watertown, SD

Class Time: 8:30am - 11:30am

#### CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing Joy (joy@connectionseap.com) for more information or register online at:

[www.connectionseap.com](http://www.connectionseap.com)

#### ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: "Leadership Orientation to the EAP", is always available on the website - for new leadership employees or as a refresher course.

Each employer has their own unique user name and password for the leadership section and also a username and password for the employee section. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars, skill builders, articles and much more are available in the Work/Life Services site. Log in on Connections website, and you will find this site in the drop down menus under Employee or Leadership Resources. (To access webinars, continue to scroll down on the Work/Life Services opening page. All webinars are archived for later viewing.)

Information provided in this newsletter is for general information purposes only and is not intended to be specific guidance for any particular supervisor or human resource management concern. For specific guidance on handling individual employee concerns, consult with an EAP counselor.

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