

Substance Abuse in the Workplace

Over the last six months, you have become concerned about James, a worker of twelve years. You suspect he has a drinking problem. He's in the middle of a divorce after nine years of marriage. He and his wife have sold their house and split all their belongings. James is struggling with the change of staying in a new apartment and seeing his two sons every other week.



James has been a faithful worker for the company and has always performed above and beyond the call of duty. Recently though, his attention to detail has deteriorated and constant quarrels with co-workers have been disrupting the entire department. James appears to be tired and reeks of alcohol several days of the week. You struggle with feelings of loyalty to this long time worker and to your responsibilities as a manager.

Confronting workers about issues that are affecting the workplace is difficult, but has to be done. It is also important to educate workers about the resources available to assist them with work-life balance. When you are personally involved, managing a worker's performance can be a challenge.

First Sun EAP has Risk Managers who can consult with you to develop a plan of action and benchmarks to track the worker's performance progress. Call us toll free at **800-968-8143** or at **803-376-2668** in the Columbia area.

For more information on this topic as well as the other benefits available to you from First Sun EAP, please see our website at: www.firstsuneap.com