Addressing Opioid Use in the Workplace

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When you see the signs of intoxication, remember safety first!

If there is any suggestion an employee is not fit for duty, do not allow him/her to work. (This concern extends to allowing them to drive themselves home.)
Be sure to conduct an assessment to determine if the employee is impaired.
- If it is possible, have at least two supervisors assess the employee.
- Document the results of the assessment.
How to Address the Behavior

Discipline – did the employee violate a clearly established work rule/policy in coming to work intoxicated?

If the evaluation does not support a conclusion of intoxication, what can you do?

• Advise employee of existence of EAP
• Monitor employee for a period of time (formally or informally)
Addiction can be considered a disability:

- An employee must notify you before the problem.
- Remember, you must provide a reasonable accommodation.

This does not require the employer to allow the employee to show up to work intoxicated.
Thank you!