

DATE: _____

EMPLOYEE: _____

EMPLOYER: _____

LOSS DATE: _____

Missouri - Division of Workers' Compensation

DRUG / ALCOHOL VIOLATION:

Section 287.120.6, RSMo

IF the employee fails to obey any rule or policy adopted by the employer on a drug-free workplace or on the use of alcohol or non-prescribed controlled drugs in the workplace, and the employee sustains an injury while using alcohol or non-prescribed controlled drugs, the compensation and death benefits shall be reduced 50%.

IF the employee's use of alcohol or non-prescribed controlled drugs in violation of the employer's rule or policy is the proximate cause of the employee's injury, the benefits or compensation payable for death or disability are forfeited.

*** Under the law, there is a rebuttable presumption that the alcohol was the proximate cause of the injury if the voluntary use of the alcohol to the percentage of blood alcohol in the employee's system meets the legal intoxication standard under Missouri law.*

**** An Employer can request an employee to take a test for alcohol or a non-prescribed controlled substance if the employer suspects usage by the employee or IF the employer's policy clearly authorizes the post injury testing. IF the employer does request a test of the employee when an injury occurs and the employee refuses to take the test, the employee forfeits ALL workers' compensation benefits.**

Violation: _____

_____ **Yes, I am aware of my Employer's Drug/Alcohol Policy regarding the above violation.**
(Employee Initials)

Employee Signature: _____

Employee Printed Name: _____

Supervisor Signature: _____

Supervisor Printed Name: _____

_____ COPY OF OUR COMPANY POLICY IS ATTACHED (signed handbook, safety sheets, etc.)

_____ COPY OF OUR COMPANY POLICY WILL BE SENT VIA FAX OR E-MAIL

_____ WITNESS STATEMENT(S) ARE ATTACHED

_____ WITNESS STATEMENT(S) WILL BE SENT VIA FAX OR E-MAIL