

IN MEMORIAM

HALL: In loving memory of our beloved Samantha May Lee, whom God loaned us for one precious year and called home as one of his own October 13, 1990.

*Life is so very empty, since you went away,
You taught us strength and courage, in your own special way*

*Now sleep sweet little angel, it's time that you have rest,
God's garden must be beautiful, for he only takes the best.*

Forever loved, forever remembered, forever missed by Mom (Cynthia) and Dad (David).



**News tip?
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Workplace drug testing an increasingly controversial issue for employees

Experts at the Addiction Research Foundation predict that drug testing in the workplace will be one of the most controversial issues in labour relations in the 1990s.

Bill Cunningham, senior

program consultant for Workforce Health Programs across Ontario, and Martin Shain, head of the Foundation's Workplace Program, are two of the authors of the ARF's new updated guidelines, *Best Advice on Drug Testing in the Workplace: Where to Draw the Line*.

According to Foundation Statistics, about 10 per cent of Ontario adults have a drinking problem.

"There's no doubt that the costs of excessive drinking are high," says Cunningham. "Heavy consumers of alcohol and other drugs are known to have between two and three times the rate of

absenteeism and accidents experienced by 'average' employees. Other costs are harder to measure—like lost productivity and poor morale and discipline."

Dick Barr, vice-president of ARF administration, says those figures have contributed to the growing practice of drug testing by employers.

"Tests of other substance abuses don't show the level of impairment—whether an individual is fit for work."

"One of the highest-profile examples, of course, is Transport Canada, which announced a

drug testing policy last year that would apply to about 250,000 workers. And a recent ARF survey found that 20 per cent were planning such pro-

grams," says Barr. "That's a significant number for what is essentially a highly invasive activity."

Barr says the problem with drug tests is that they show whether an individual has been using drugs, but don't indicate when, how much, or in what form. Unlike tests which examine the blood alcohol content, tests of other substance abuse don't show the level of impairment—whether an individual is fit for work.

"That means drug tests can amount to an indictment of lifestyle, rather than being used to identify an employee who has a drug or alcohol problem. And that's been an important factor for the Foundation throughout this debate. When this issue first came up, we said drug testing is only one approach to the problem—that the real solution lies in supportive management and counselling. After four years of research, we're still saying the same thing."

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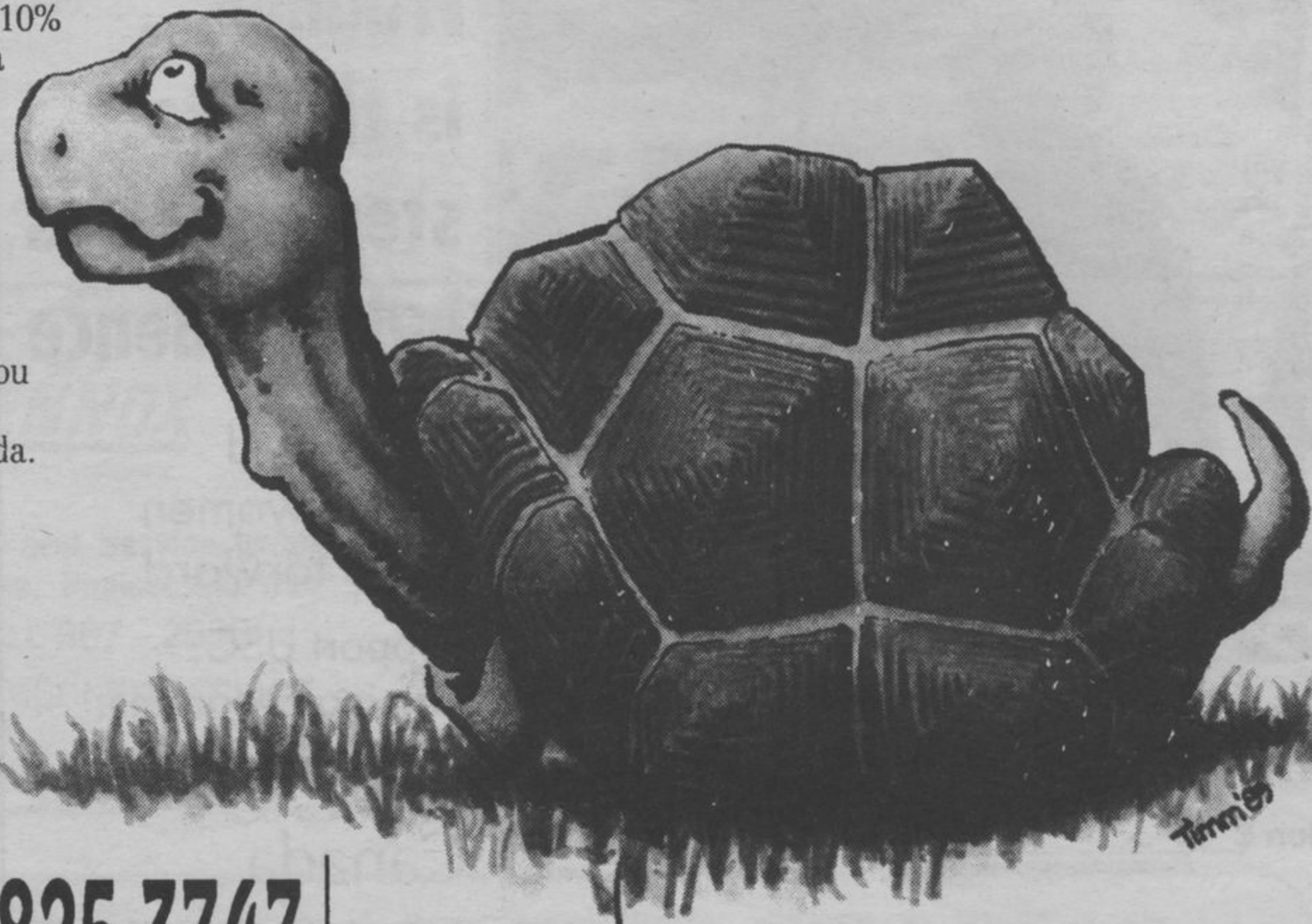
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