

(House Joint Resolution No. 33)

A House Joint Resolution concerning

Alcoholic Employee Rehabilitation Program

FOR the purpose of concerning private employee alcoholic rehabilitation programs.

WHEREAS, The General Assembly notes that between 4 percent and 8 percent of the country's work force are alcoholics, costing business \$8 billion dollars to \$10 billion dollars a year in absenteeism, unsatisfactory work and related costs. Industry is in a unique position to deal with the alcoholic problem because the fear of losing his job motivates the alcoholic toward recovery more powerfully than any other factor. Several companies have a policy of rehabilitation of alcoholic employees. Few, if any, have a policy to rehabilitate employees who suffer from drug addiction or mental disease; and

WHEREAS, The General Assembly finds and declares to be in the public interest for employers to afford suffering employees an opportunity to seek qualified alcoholic rehabilitative treatment, drug addiction treatment, or mental health treatment before discharging them from employment. The General Assembly recognizes the employer's responsibility to maintain safe working conditions for employees and the general public, and his right to transfer, furlough, or suspend any employee jeopardizing that safety. If the employee refuses to avail himself or herself of assistance and the abuses continue to impair work performance, attendance, conduct or reliability, regular disciplinary procedures for dealing with the problem employees may be used; now, therefore, be it

RESOLVED BY THE GENERAL ASSEMBLY OF MARYLAND, That the General Assembly requests the appropriate divisions of the Department of Health and Mental Hygiene to compile data in Maryland on what companies offer alcoholic rehabilitation, drug addiction, or mental health treatment programs to their employees; the number of employees in the programs; how many companies offer these programs, and whether there is an increase in the number of companies offering these programs in the next year and the number of employees in the program. The Department of Health and Mental Hygiene shall offer assistance to any company offering these rehabilitative treatment programs. The Department of Health and Mental Hygiene shall report the data compiled, and its findings and recommendations, to the Legislative Council by July 1, 1977; and be it further

RESOLVED, That the General Assembly shall evaluate the findings of the Department of Health and Mental Hygiene and give consideration to the necessity of possible future legislation; and be it further