

Drug Free Safety Program (DFSP) Overview

Program Levels

- Basic = 4% - premium rebate.
- Advanced = 7% - premium rebate.
- Comparable = 0% - premium rebate.

Basic and Advanced Level Overview

- Submit your company's drug-free policy. Due within 90 days of initial participation year.
- Safety review (SH-26) . Due within 30 days of the start of the program year.
- Accident analysis training. Due within 90 days of initial participation year
- Accident reporting (DFSP-1).
- Submission of safety action plan (DFSP-5). Advanced participants only. Due within 60 days of the start of the program year.
- Annual Employee/supervisor training.
- Drug/alcohol testing.
 - o Pre-employment.
 - o Post-accident.
 - o Follow-up.
 - o Random (Advanced participants only).
 - o Reasonable suspicion.
- Employee assistance.
- Submission of annual report (DFSP-3). Due the last business day of March.

Comparable Level Overview

- No premium rebate.
- Allows employers to be enrolled in the DFSP without all requirements of the Basic or Advanced levels.
- Submit your company's drug-free policy. Due within 90 days of initial participation year.
- Employee education and supervisor training.
- Drug/alcohol testing.
 - o Pre-employment.
 - o Post-accident.
 - o Return to work.

- o Reasonable suspicion.
- o Random testing as outlined by the project bidding authority.

Comparable Level Requirements to bid/work on state construction jobs

- Establish and/or maintain an active Ohio workers' compensation policy and be in good standing.
- Submit the DFSP application known as the U-140 form and meet the requirements of a comparable drug-free program.
- Report progress to BWC on an annual report.

Upcoming Changes for Policy Year 2023-2024

- Submission of DFSP testing and education plan for inclusion on the list of public improvement construction project contractors.
- Require employers to conduct employee and supervisor refresher training annually.
- Train-the-Trainer materials need to be refreshed at least every 5 years.

References

- Rule 4123-17-58 | Drug-Free Safety Program (DFSP) and comparable program.
<https://codes.ohio.gov/ohio-administrative-code/rule-4123-17-58>
- Section 153.03 | Contracts to require drug-free workplace program
<https://codes.ohio.gov/ohio-revised-code/section-153.03>
- Drug-Free Safety Program Information webpage
<https://info.bwc.ohio.gov/for-employers/workers-compensation-coverage/rates-and-bonuses/drug-free-safety-program>