

Substance Use Recovery and *Workplace Safety Program*

Reimbursable Expenses Chart

Employer policy development and/or review, including any external legal review of the policy	Actual cost up to an annual maximum of \$2,000 for policy development or review
Required documentation	<ul style="list-style-type: none"> • Invoice from vendor. • Proof of payment to vendor. • Copy of old and new policies, if requested.
Employee and supervisor training	Actual cost up to an annual maximum of \$5,000 for employee and supervisor training
Required documentation	<ul style="list-style-type: none"> • Invoice from vendor. • Training curriculum. • Proof of attendance. • Proof of payment to vendor.
Drug testing	Actual cost up to a maximum of \$100 for an individual lab drug test, including pre-employment, post-accident, random, reasonable suspicion, return-to-duty, and follow-up testing.
Required documentation	<p>Total annual maximum of \$1,500</p> <ul style="list-style-type: none"> • Invoice from vendor. • Proof of payment to vendor. • Copy of workplace substance use policy, if requested. • Copy of second chance agreement, if requested. • Copy of the chain of custody form if requested.

Reimbursement shall be the actual cost up to the amount specified for each of the above properly documented services, subject to the parameters contained within the Substance Use Recovery and Workplace Safety policy.

BWC reserves the right to audit employer use of program funds, whether received through an ADAMH board or directly from BWC, and to recover overpayments and misappropriated or improperly expended funds.

Annual cost calculated based on the state's fiscal year (July 1 – June 30)



Bureau of Workers' Compensation

Governor Mike DeWine
Administrator/CEO Stephanie McCloud



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