

Ohio BWC reimbursing employers in Drug-Free Workplace program

The Ohio Bureau of Workers' Compensation (BWC) is reimbursing employers for workplace substance use-related activities. The BWC is partnering with the Alcohol Drug Addiction and Mental Health (ADAMH) boards to help employers more effectively manage substance use issues in their workplace. Through the Substance Use Recovery and Workplace Safety Program (SURWSP), eligible employers can be reimbursed for qualifying expenses related to implementing and administering a drug-free workplace program which includes:

- Development and legal review of employer policies and procedures about substance use issues.
- Training for employees to understand substance use and their employer's related policies.
- Training to equip supervisors and managers to better manage employee's recovery.
- Recovery-supportive drug testing for prospective and current employees.
- Access to a free employee wellness incentive program, [Better You! Better Ohio!](#)

Who is eligible for the program:

Employers may apply for the program online and receive immediate determinations and an email confirmation with additional information. To be eligible the employer must pay into the State Insurance Fund, be current on all payments due to BWC, and be an active policy. Those not eligible for this program include Self-insuring (SI) employers, employers participating in a SI PEO, and state agencies. Employers can currently claim eligible expenses back to July 1, 2019. This retroactive reimbursement period will end July 1, 2022.

What counties are covered:

As of December 27, 2021, employers in all 88 counties in Ohio are eligible to participate in this program. The Ohio BWC directly manages the SURWSP in 65 of the 88 counties. Alcohol, Drug Addiction and Mental Health (ADAMH) boards manage the program on behalf of the BWC in the remaining 23 counties. A map and complete listing of counties with a link to ADAMH or the BWC reimbursement process can be found [here](#).

Changes to the program:

Recently, the BWC restructured reimbursement for drug testing. Reimbursement for testing is now only available to employers with written "second chance" testing policies. The maximum reimbursement for testing will be capped at \$1,500 annually. Employers are not required to choose from the Drug Free Safety Program (DFSP) vendor to receive reimbursement.

For more information, please contact Sedgwick's Andy Sawan at 330.819.4728 or andrew.sawan@sedgwick.com