



City of Tulsa, A Drug Free Workplace

Substance use negatively affects U.S. industry through lost productivity, workplace accidents and injuries, worker absenteeism, low morale, and increased illness. U.S. companies lose billions of dollars annually due to worker alcohol and drug use and related problems. 60 million or 21% of people over 12 years and older had used illegal drugs in the last year as of 2020 and nearly a third (31.5%) of working adults binge drank alcohol at least once in the prior 30 days. A study conducted in April 2020 found that approximately 42% of workers reported drinking while working from home. In 2022, 107,941 drug overdose deaths occurred in the US, nearly quadrupling the number since 2002.

The City of Tulsa's Drug and Alcohol Testing policy can be found in section 950 under Personnel Policies and Procedures. Police and Fire members have Drug and Alcohol Testing Policies in their respective CBA's. "It is the policy of the City of Tulsa that the use of illegal drugs and the abuse of legal drugs in the workplace constitutes a violation of the law and may also represent a threat to personal and public safety and property. Abuse of such substances can grossly diminish the productivity and reliability of employees there by violating public trust. Such behavior shall not be tolerated, and the City of Tulsa will administer a program to educate employees regarding the hazards of substance abuse and to eliminate such abuse."

Impairment can manifest in different ways. Sometimes, there may be physical signs and symptoms. Other times, it can manifest as a behavior pattern or change in an employee that is concerning. These signs, symptoms and behavior changes do not necessarily mean that someone is impaired or have a substance use disorder, however, they can be cause for concern. The City of Tulsa has created a Reasonable Suspicion Testing Checklist that is available in Section 900 of Personnel Policies and Procedures to assist with the identification of an employee who may be impaired at work and needs to be referred to City Medical for testing. All employees have the right to a safe working environment and the responsibility to report suspicious behavior or direct observations of drug or alcohol use immediately to supervisory personnel. Employees may feel compelled not to report suspicious behavior or observation of drug use because they don't want that employee to get into trouble, but they should realize that the consequences of untreated substance abuse ultimately can have very serious life threatening or employment consequences.

Impairment does not just come from illicit drugs. It could be from misuse of prescribed medications or using sedating prescribed or over-the-counter meds too soon to when they report to work. The City of Tulsa Drug and Alcohol Policy also addresses the use of Medical Marijuana. Non-Safety Sensitive employees who have a card should be aware that use of vape or smoking just prior to work likely results in some impairment that may result in a reasonable suspicion test. Employees should also be aware that if they assist other employees in attempting to falsify a urine drug test by providing a urine specimen for another employee, they would be subject to discipline and potential termination.



Gym Reimbursement

The City of Tulsa will annually reimburse non-sworn employees up to \$180 (taxable) for six consecutive months of paid memberships in local gyms, or for their participation in six paid fitness competitions completed within the Fiscal year (July 2024 – June 2025).

New employees who have not completed 6 months of employment within the fiscal year are not eligible for reimbursement. The City of Tulsa will not reimburse employees for programs it provides or subsidizes, free services, unpaid services, gym payments made in advance, future race expenses, or services paid for someone other than the employee. The City of Tulsa will only issue one reimbursement per employee or employee family per fiscal year, regardless of whether the \$180 limit has been met.

Employees on Workers Comp, Leave Without Pay, Administrative Leave, or whose status is Inactive in MUNIS are ineligible to receive a gym reimbursement. Online exercise classes or videos are not eligible for reimbursement.

All claims for reimbursement will be accepted for processing until 3:00 pm June 30, 2025. Any claim submitted for reimbursement beyond the June 30th cutoff date will be denied and returned to the employee. Claims for reimbursement must be submitted through MUNIS.

Acceptable proof of membership/races are:

- **Gym:** Receipts with the name of the facility and the dates of payment or a dated statement on the facility letterhead with the name(s) of the participant.
- **Races:** Receipts from payment for the race, with the participants name, and the date of the race. Personal bank statements, or Credit Card statements will not be accepted.

Applications for gym memberships, or races will not be accepted.



National Radon Month

January is National Radon Action Month. Over the last few years, CDC has chosen the last week of January to observe Radon Awareness Week. This important event sheds light on the dangers of radon, the second leading cause of lung cancer deaths in the United States after cigarette smoking.

Radon is a Naturally Occurring Radioactive Gas

Radon is a naturally occurring radioactive gas released from rock, soil, and water due to the natural decay of uranium. While levels in outdoor air pose a relatively low threat to human health, radon can accumulate to dangerous levels inside buildings. Radon is odorless, colorless, and tasteless, but an elevated radon level in homes can affect health.

According to the U.S. Surgeon General, radon exposure is the second leading cause of lung cancer in the United States and the number one cause among non-smokers. The Environmental Protection Agency (EPA) estimates that radon causes more than 20,000 lung cancer deaths in the country each year. Only smoking causes more lung cancer deaths. Smokers with high radon exposure have an increased risk of lung cancer.

Radon is Found in Homes All Over the United States

Radon has been found in elevated levels in homes in every state. No area of the country is free from risk. Two homes next to each other can have vastly different radon levels. Just because one home does not have an elevated level of radon does not mean the neighboring home will have a low radon level, as well.

Radon is measured in picocuries per liter of air (pCi/L), a measurement of radioactivity. The only way to know if a home is under the EPA action level of 4 pCi/L is to test. If home radon levels are 4 pCi/L or above, EPA and the Centers for Disease Control and Prevention recommend that the radon be addressed. High levels of radon in homes usually come from the surrounding soil. Radon gas enters through cracks and openings—such as sump pump lids and plumbing features—on the lower levels of the home. Hot spots include basements, first-floor rooms, and garages, but radon can be found anywhere in a home.

How to Test for Radon

The U.S. Surgeon General recommends that all homes in the U.S. be tested for radon. Testing for radon is easy to do. If a home has a radon problem, steps can be taken to address it.

Testing for radon is simple. It is as easy as opening a package, placing a radon detector in a designated area, and, after a set number of days, sending the detector back to a lab for analysis. The lab will then report the radon test results. Radon test kits can be ordered online at <https://states.aelabs.com/#/ok>, while supplies last. The kit, return postage, and analysis are provided at no cost to Oklahoma residents.

How to Correct a Radon Problem

The cost of making repairs to reduce the radon level depends on several factors, including how the home was built. Most homes with elevated radon levels can be addressed for about the same cost as other common home repairs, like painting or having a new hot water heater installed. For a list of certified radon mitigators, contact the Oklahoma Department of Environmental Quality (DEQ) at (405) 702-5100.

New Homes Can be Built with Radon-Resistant Features

Radon-resistant construction methods can be effective in reducing radon entry. When used properly, these simple and cost-effective techniques can help reduce the accumulation of radon gas in homes.

Every new home should be tested after occupancy, even if it was built using radon-resistant construction methods. If radon levels at or above EPA's action level of 4 pCi/L are detected, it is easier and less expensive to reduce radon levels in homes that have been built with radon-resistant construction techniques.

Questions about radon can be directed to DEQ's Radiation Management Section at (405) 702-5100. For information on the National Radon Action Plan visit www.epa.gov/radon.

