

## **MISSISSIPPI DRUG-FREE WORKPLACE PREMIUM CREDIT**

Employers who establish and maintain a drug-free workplace program are eligible for a 5% premium credit. This credit is provided as an incentive to prevent and reduce losses that are a result of alcohol and drug-related workplace accidents. Acceptance of the insured into the program will be determined by Kinetic Insurance and will be based on information provided by the employer as well as any additional information that may establish the presence or absence of a qualified drug-free workplace. To facilitate the acceptance process, KINETIC INSURANCE shall require the employer to submit a KINETIC INSURANCE Drug- Free Workplace Premium Credit acceptance checklist.

A qualifying drug-free workplace program must contain:

1. A documented substance abuse policy
2. Initial employee education and supervisor training programs
3. Periodic reeducation and training
4. Employee assistance program or resources on assistance service providers, substance abuse programs, and mental health providers.
5. A drug testing program that conforms to any applicable statutory guidelines and/or procedures

The program checklist must be completed by the insured and returned to KINETIC INSURANCE within 180 days of the policy effective date with the appropriate documentation before the premium credit will be applied to the current policy. If the required documentation is received after 180 days of the policy effective date, the credit will be applied to the renewal policy. The drug-free workplace program application must be completed and submitted to KINETIC INSURANCE each year to continue to receive the 5% drug-free workplace premium credit. Failure to comply will result in the removal from the current policy of the 5% drug-free workplace premium credit. The insured will be subject to additional premium for reimbursement of premium credit if it is determined that the insured misrepresented its compliance with or components of the drug-free workplace program.

The credit will be applied multiplicatively to subject premium before the application of the experience modification, and expense constant. The credit will also be applicable to minimum premium policies.

The premium credits granted under the program will be reported on unit statistical reports submitted to the National Council on Compensation Insurance. The premium credit shall be reported under Statistical Code 9841 for risks subject to experience rating and 9846 for risks not subject to experience rating.

All information received by the employer is confidential and will not be used as evidence, except as provided by drug-testing law, and may not be released, unless done so pursuant to a voluntary written consent form.

**Drug- Free Workplace Premium Credit acceptance checklist.**

1. Is your Drug Free Workplace Program compliant with Mississippi labor code – Title 71 Labor and Industry Chapter 3 – Workers’ Compensation Drug-Free Workplace Workers’ Compensation Premium Reduction Act?

Yes  No

2. Do you have a written drug free policy statement compliant with Section 71-3-211?

Yes  No

3. Does your program comply with substance abuse testing under Sections 71-7-1 through 71-7-33?

Yes  No

4. Does your program provide resources of employee assistance providers or other rehabilitation resources, maintained in accordance with Section 71-3-213

Yes  No

5. Does your program provide employee education as provided in Section 71-3-215

Yes  No

6. Does your program provide supervisor training in accordance with Section 71-3-217

Yes  No

Employer \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_ Zip \_\_\_\_\_

Policy # \_\_\_\_\_ Effective Date \_\_\_\_\_

Print name of Person completing form \_\_\_\_\_

Title of person completing form \_\_\_\_\_

Authorized Signature \_\_\_\_\_ Date \_\_\_\_\_