

Employers Walk Wine Line with Opioid-Addicted Workers

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The workplace is one of the many fronts of battle against the U.S. opioid epidemic. Employers need to be aware that workers suffering from addiction are protected under the federal Americans with Disabilities Act, unless they're currently using drugs illegally. In an interview with *Bloomberg Law* regarding best practices for managing the addiction in the workplace, Courtney Leyes explains that a "zero tolerance" approach may put employers at risk. For example, when a worker is prescribed an opioid painkiller, there's an underlying medical condition that might also qualify for disability protection. "If you just fire somebody for using opioids, you could be firing someone for having an underlying disability," Courtney said.

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