

## **NEW HIRE NOTICE**

<THE COMPANY>

This notice is intended to notify new hire employees of House Bill 223, commonly known as the “rebuttable presumption” law.

### **OHIO BUREAU OF WORKERS’ COMPENSTAION**

#### **REQUIRED POSTING**

Effective October 13, 2004, Section 4123.54 of the Ohio Revised Code requires notice of the rebuttable presumption. Rebuttable presumption means that an employee may dispute or prove untrue the presumption (or belief) that alcohol or a controlled substance not prescribed by the employee’s physician is the proximate cause (main reason) of the work-related injury.

The burden of proof is on the employee to prove that the presence of alcohol or a controlled substance was not the proximate cause of the work-related injury. An employee who tests positive or refuses to submit to chemical testing may be disqualified for compensation and benefits under the Workers’ Compensation Act.

THIS LANGUAGE MUST BE POSTED WITH THE CERTIFICATE OF COVERAGE

**This Company strives to maintain a drug-free workplace. To that extent we comply with both the BWC’s Drug-Free Workplace Program AND the criteria of HB 223. Our Company policy is available for your review at the office of \_\_\_\_\_ or call \_\_\_\_\_**

**WARNING: ANY POSITIVE RESULT OR ANY REFUSAL TO TEST MAY AFFECT YOUR ELIGIBILITY FOR COMPENSATION AND BENEFITS UNDER THE WORKERS COMPENSATION LAWS OF THIS STATE.**