Occupational Health Services

MBTA Board of Directors/
MBTA Safety, Health & Environmental
Subcommittee

Kate LeGrow Chief Occupational Health Services

Occupational Health Services





- Sleep Disorders Assessment and Treatment Compliance
- Medication Education and Monitoring
- Ensure Treatment Compliance for Ongoing Chronic Health Conditions
- Flu Shot Clinics

MBTA Medical Clinic

Employee Assistance

Program (MBTA &

MassDOT)

MBTA Workers'
Compensation

- Claims Management and Litigation
- Examine, Investigate and Analyze Claims
- Interact with injured employees and family members
- Liaison with medical providers
- Represent Authority at DIA
- Litigation management

 Substance Abuse Professional Evaluations

- Short-Term Counseling
- Treatment Referrals
- Crisis Intervention (24/7)
- Mental Health Monitoring
- Discipline Referrals (Attendance, Safety Violations etc.)

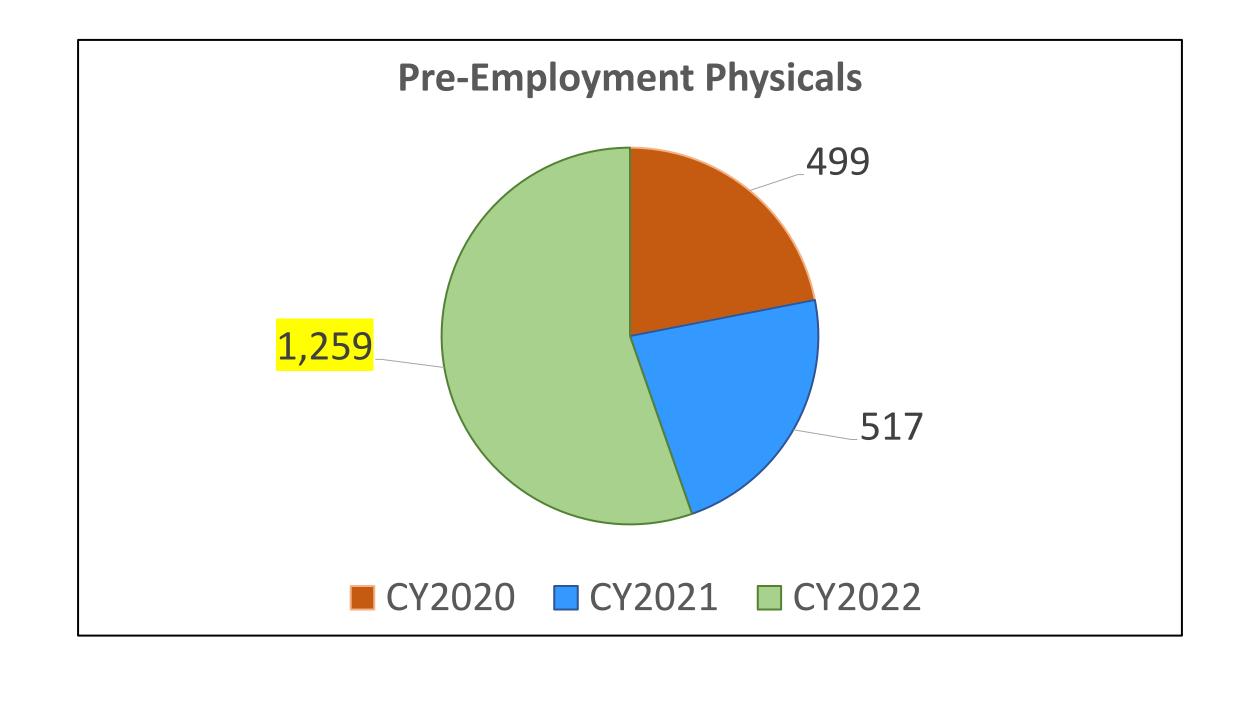
Drug & Alcohol Testing & Training MBTA (FTA & FRA)

MassDOT (FMCSA)

Non-DOT Policy Required Testing FTA, FRA, FMCSA Required Drug and Alcohol Testing and

Complete DOT Required Training (Front Line Staff and Reasonable Suspicion Training)

Provide Coverage 24/7 for Drug and Alcohol Testing



Medical Clinic January 2023

Safety-Sensitive Pre-Employment Physicals with Drug and Alcohol Tests	102
Promotion Examinations	27
Pre-Employment Police Candidates	6
CDL/DPU Medical Card Examinations	69
Chronic Health Condition Monitoring (Examples: Diabetes, Cardiovascular, Vision, Mental Health, Obstructive Sleep Apnea)	97
Follow-Up Physical Examinations (Post Accidents and Reasonable Suspicion)	31
Return to Work (Illness, Injury and/or Labor Relations)	52

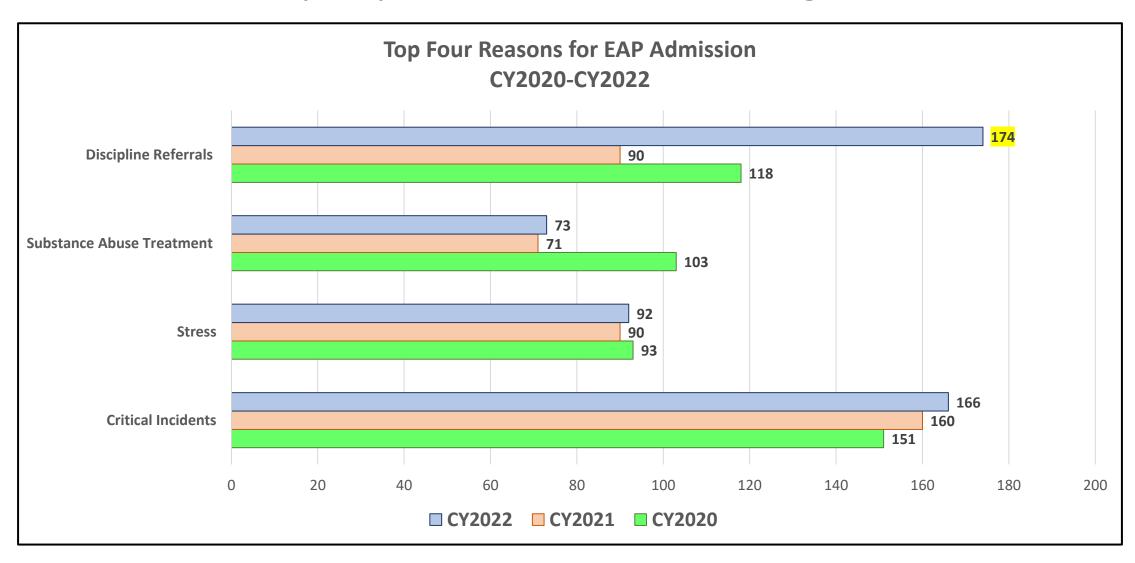
Occupational Health Services Workers' Compensation Claims

CY2020		CY2021		CY2022	
Claims		Claims Claims			
Lost Time	234	Lost Time	295	Lost Time	238
Medical Only (1-5 Days)	72	Medical Only (1-5 Days)	114	Medical Only (1-5 Days)	108
Medical Only	294	Medical Only	268	Medical Only	317
Litigation		Litigation		Litigation	
Conciliations	240	Conciliations	333	Conciliations	293
Conferences	65	Conferences	73	Conferences	80
Hearings	15	Hearings	38	Hearings	49

Workers' Compensation January 2023

Claims	
Lost Time Claims	19
Medical Only (No Lost Time)	19
Medical Only (1-5 Days Lost Time	10
Litigation	
Conciliations	42
Conferences	3
Hearings	3
Settlements (Section 19)	8

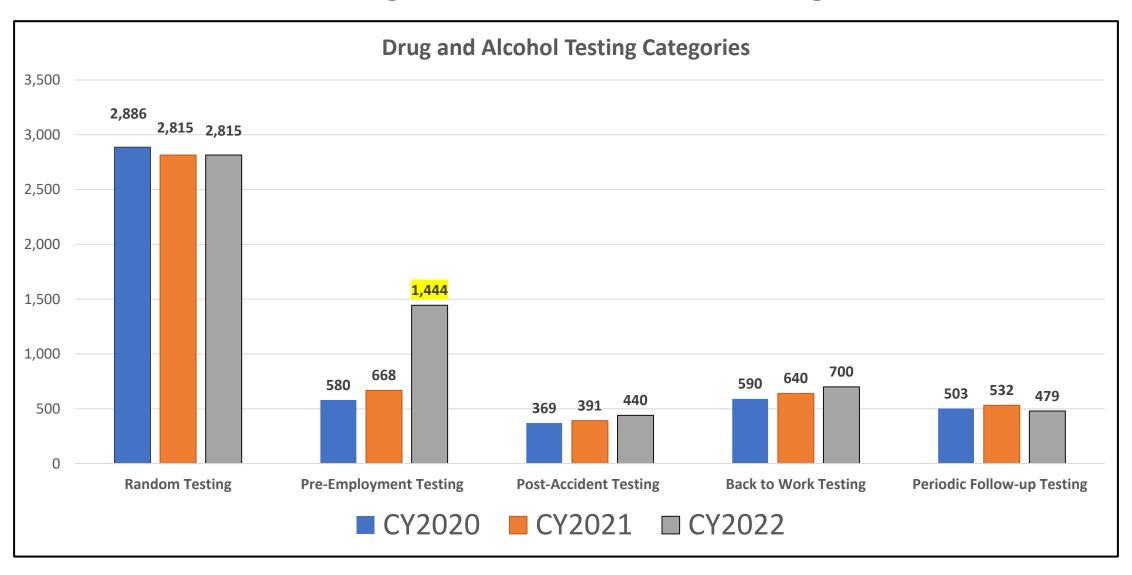
Employee Assistance Program



Employee Assistance Program January 2023

Critical Incidents (Accident, Assaults, Code II, Threats, Witness to Violence)	21
Substance Abuse (SAP Evaluations, Treatment Referrals and Suspensions (MassDOT)	10
Stress (Work, Family Stress)	8
10-Day Safety-Violations	3
Mental Health (Treatment, Referral and/or Monitoring)	3
5 Day Suspension Absenteeism	3
40 day Suspension Drug and Alcohol Policy Violations	2
Return to Work Agreements (Non-Substance Abuse)	2
Grief	2
70 Day Suspension with a Recommendation for Discharge (Refusal to Test)	1
Operating Under the influence 1 st Offense	1

Drug and Alcohol Testing



Drug and Alcohol Testing January 2023

Testing Category	
Random Testing	212
Pre-Employment Testing	148
Post Accident Testing	33
Periodic Follow-Up Testing	43
Back to Work (Illness, Injury Labor Relations)	49
EAP Monitoring (Treatment Tool)	5
Reasonable Suspicion Testing	1

OHS Staffing Update

