

The Recovery Ready Workplace

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My Recovery



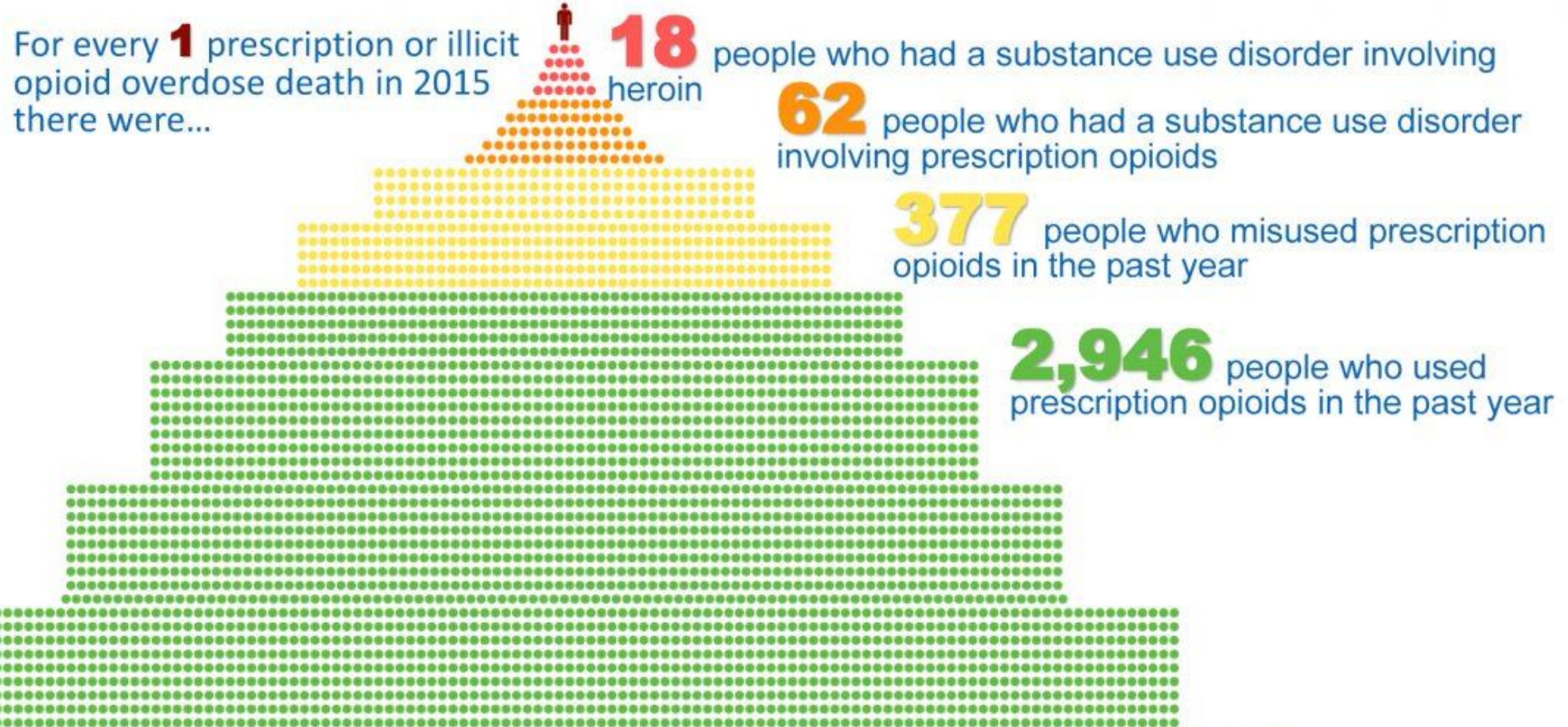
What does addiction have to do with work?

~~Opioid~~ Overdose Epidemic



CDC's Unique Work In Action:

Overdose Deaths are the Tip of the Iceberg



Results from the 2015 National Survey on Drug Use and Health: Detailed Tables <https://www.samhsa.gov/data/sites/default/files/NSDUH-DetTabs-2015/NSDUH-DetTabs-2015/NSDUH-DetTabs-2015.htm#tab1-23a>

Rudd RA, Seth P, David F, Scholl L. *Increases in Drug and Opioid-Involved Overdose Deaths — United States, 2010–2015*. MMWR Morb Mortal Wkly Rep 2016;65:1445–1452. DOI: <http://dx.doi.org/10.15585/mmwr.mm65051e1>.

What does addiction have to do with work?

- ~~Opioid~~ Overdose Epidemic: >100,000 fatal overdoses (CDC, 2022)
- Greater than 2/3s of adults with opioid use disorder are in the workforce (BLS, 2019) and more than 70% of people with addictions continue working (NSDUH, 2011)
 - ~ 9% of workforce is addicted; ~ 18% of food service workforce is addicted (SAMHSA, 2015)
- Addiction costs American businesses an average of \$81 billion annually in terms of:
 - Lost productivity
 - High turnover
 - Absenteeism
 - Presenteeism
 - Workforce reduction

Absenteeism (2020 National Safety Council)

- Workers with substance use disorder miss 5 more days per year due to injury/illness than their peers
- Workers with pain medication use disorders miss 3x as many days as their peers

Presenteeism (Harvard Business School, 2020)

- Productivity lost due to presenteeism is 3x greater than losses caused by absenteeism
- In other words, workers who come to work but cannot perform on the job cost businesses more (\$230 billion/yr) than those who just stay home

Turnover

- Recruiting and training typically costs 20% of an employee's annual salary
- This cost to employers is even higher in jobs requiring education/training

Reductions in Workforce

- Of men 25-54 who are not in the labor force, half take pain medications on a daily basis (Krueger, 2017)
- Of women 25-54 who are not in the labor force, 54% take pain medications on a daily basis (Krueger, 2017)
- Between 1999-2015, 43% of the reduction in men's labor force and 25% of the reduction in women's labor force is attributed to opioids (Brookings Institute, 2017)

Calculate the Cost to YOUR business

- <https://www.nsc.org/forms/substance-use-employer-calculator>

The Question for Employers

- Do I want to be involved?
 - You already are!
- HOW do I want to be involved?
 - Drug-free workplace policy
 - Overdose preparedness
 - Employee Assistance Program
 - Hiring practices
 - Stigma

What is a Recovery Ready Workplace (US Dept. of Labor, 2022)

- **Recovery-ready workplaces are characterized by the adoption of policies and practices that:**
 - Expand employment opportunities for people in or seeking recovery;
 - Inform employees in recovery that they may have the right to reasonable accommodations and other protections that can help them keep their jobs;
 - Reduce the risk of substance use and substance use disorder, including through education and steps to prevent injury in the workplace;
 - Facilitate help-seeking among employees with substance use disorder; and,
 - Ensure access to needed services, including treatment, recovery support, and mutual aid.

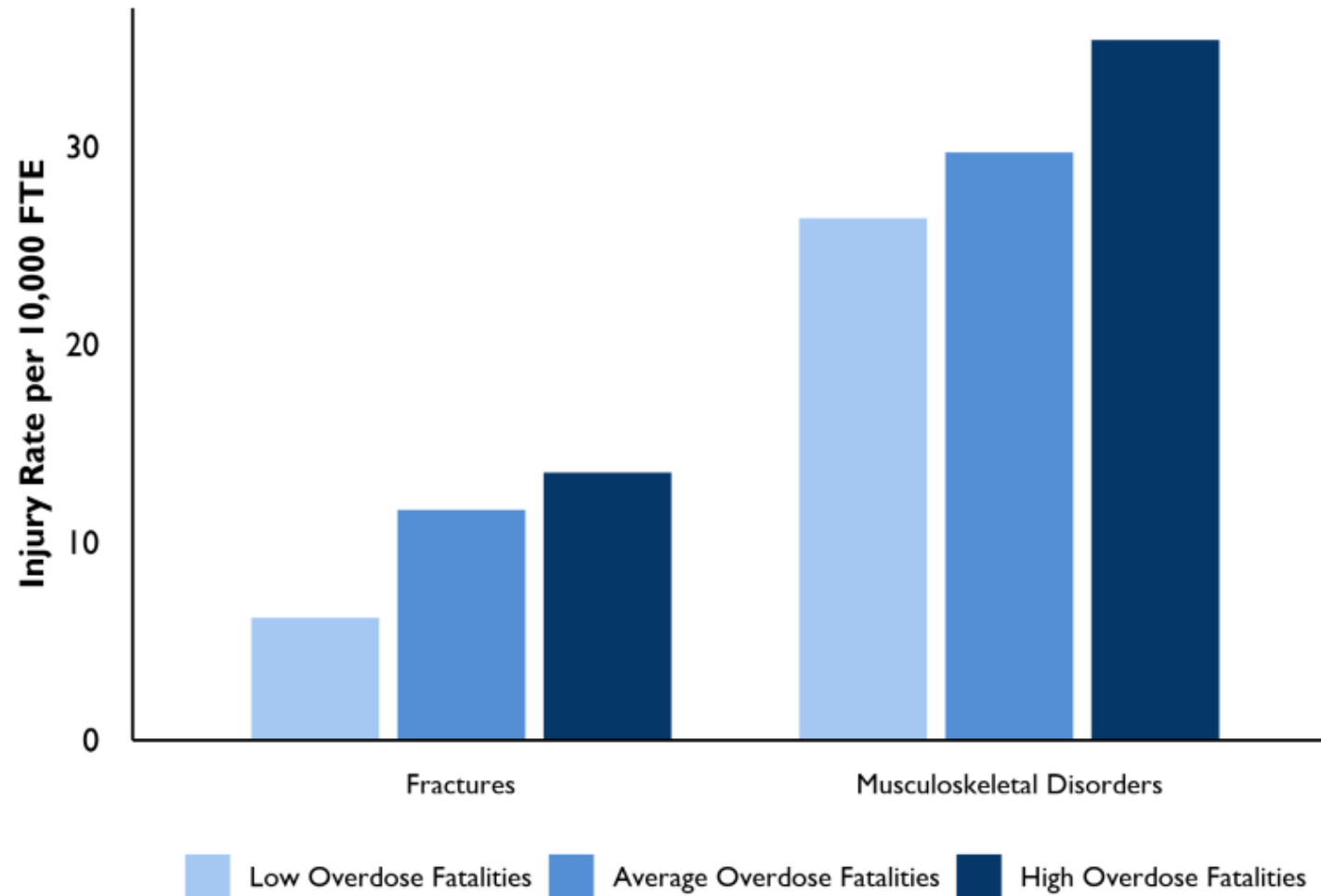
Drug-Free Workplace Policy

- Clearly communicated guidelines regarding substance use
- When a policy is in place, positive tests are data points, not disasters:
 - Employee Assistance Program (EAP)
 - Referral to care
 - Start an open dialogue
- Currently, 80% of employers do not have a drug-free workplace policy

Overdose in the Workplace

- ~~Opioid~~ Overdose Epidemic: 100,000 fatal overdoses (CDC, 2022)
 - More than 70% involved the opioid fentanyl
- 24% increase in overdose in the workplace from 2011-2016 (BLS, 2019)
- In MA, OD is the leading cause of death in the workplace (Mass.gov, 2018)

Figure 1. Occupational Injury Rates by Industry-Level Workplace Overdose Fatality Rate



Source: Authors' analysis of industry-level 2021 Census of Fatal Occupational Injuries (CFOI) and 2019 Survey of Occupational Injuries and Illnesses (SOII) data. Analysis is restricted to private industries.

Note: Industry-level overdose fatality rates are based on unintentional drug overdose deaths recorded in the 2021 CFOI. Note that the CFOI only includes overdose deaths that occur in the workplace. Industries are sorted into categories for Low, Average, and High Overdose Fatalities by tercile of overdose fatality rate.

Opioid Overdose Preparedness at Work

- Know the signs of overdose:
 - Not breathing
 - Unconscious
 - Pale, blue/gray skin
 - Clammy, cold to the touch
 - Constricted (pinpoint) pupils
 - Choking/vomiting

Opioid Overdose Preparedness at Work

- If someone appears to be overdosed on opioids:
 - Sternal rub
 - Call 911
 - Administer Naloxone
 - Stay with the victim (rescue breathing)

Naloxone

- Naloxone is a drug that can temporarily reverse the effects of an opioid overdose
- Consider inviting an overdose response training for your employees
- Please have Naloxone on hand:
 - Consider a NaloxBox
 - Like an AED




Employee Assistance Program (EAP)

- EAPs provide work-based interventions and referrals to a variety of services to address physical, mental, & emotional health concerns
- EAPs can help:
 - Improve morale and productivity
 - Decrease absenteeism, presenteeism, turnover, and theft
- EAPs:
 - Reduce stigma associated with help seeking
 - Can be initiated voluntarily or by referral due to performance issues
 - Remain confidential
 - Have an upfront cost, but research shows companies see a return of \$3-\$10 for every \$1 spent on EAP (Attridge et al., 2019)

How to Hire People in Recovery

- Do not let prior substance use history be a disqualifying factor
 - Remember ban the box?
- Common Sense + Compassion

**BAN^{THE}
BOX**



Why Don't We Hire People in Recovery: Stigma

- Stigma associated with SUD:
 - Prevents people from asking for help
 - Precludes employers from hiring competent, capable employees
 - Lowers worker morale
- To fight stigma:
 - Educate your employees about addiction
 - Use appropriate, humanizing language about addiction
 - Get a recovery champion in your workplace!

What is Stigma?

- Definition: a mark of disgrace associated with a particular circumstance, quality, or person
- Goffman: “Spoiled identity”
- Stigma is socially discrediting
- Etymology:





Language Matters

(Boroditsky, Schmidt, & Phillips, 2003)



German

- “Key” = der Schlüssel
 - Masculine article
 - Described as “jagged, rough, hard, heavy, metal”
- “Bridge” = die Brücke
 - Feminine article
 - Described as “beautiful, elegant, fragile, peaceful, pretty”

Spanish

- “Key” = la llave
 - Feminine article
 - Described as “golden, intricate, little, shiny, tiny, lovely”
- “Bridge” = el Puente
 - Masculine article
 - Described as “big, dangerous, long, strong, sturdy, towering”

Destigmatized Language (Kelly & Westerhoff, 2010)

- Substance abuser vs. **person** with a substance use disorder



Changing the Language of Addiction

Terms that stigmatize addiction can affect the perspective and behavior of patients, clients, scientists, and clinicians.

Clinicians especially need to be aware of person-first language and avoid more stigmatizing terms.

Terms Not to Use

- addict, abuser, user, junkie, druggie
- alcoholic, drunk
- oxy-addict, meth-head
- ex-addict, former alcoholic
- clean/dirty (drug test)
- addictions, addictive disorders

Terms to Use

- person with a substance use disorder
- person with an alcohol use disorder
- person with an opioid use disorder
- person in recovery
- negative/positive result(s)
- addiction, substance use disorder

Ex-addict warns about narcotic problem

By Dan Adkins Georgetown News-Graphic Jun 15, 2017



PREV

Short Cut to H



Online Poll

Should Scott Cou
employees get a p

- ☐ Yes
- ☐ No
- ☐ Undecided

Vote

View Result

NORHOPE



Why Hire People in Recovery?

- Workers in recovery have significantly higher attendance at work
 - Fewer missed work days, including vacation and sick days (Goplerud, Hodge, & Benham, 2017)
- Workers in recovery are the least likely to leave their employers
 - The turnover rate of people in recovery is 21% lower than workers with no current or prior SUD (Goplerud, Hodge, & Benham, 2017)
- They have a sense of purpose, loyalty, commitment, and gratitude
- They can handle adversity
- They can pass a drug test!

Won't hiring someone in recovery be resource intensive? (i.e. hand-holding?)



Questions or
Comments?

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