

OPIOID SUMMIT – PART TWO REPORTING DAY

Employers/Businesses Working Group

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- According to the National Council on Alcoholism and Drug Dependence (NCADD) drug abuse costs employers \$81 billion annually
 - Death
 - Injuries and increased accident rates
 - Absenteeism and extra sick leave used
 - Decreased or impaired job performance
 - Employees dealing with family members addiction
 - Theft, higher employee turnover, reputational harm
 - Increased health insurance & workers' compensation costs
 - Decreased moral and lower engagement of entire team
- Potential impacts on productivity in the workplace are large
- Potential factor for employers in where to locate business

What is substance misuse in your workplace costing you?

Old Approaches:

- Drug-Free Workplace
- Zero-Tolerance Policies

A More Compassionate and Proactive Approach for Employers

Why the old approaches should be abandoned...

Why the new approach should be embraced...

- Needs to be treated as a public health crisis
- Need to remove stigma of opioid use disorder
 - Stop “villainizing” problem
 - Employees fear being fired, discourages disclosure or seeking help
- Must be viewed as a brain health issue
- Employers need to be part of solution
 - Shift from viewing as personal/moral failing → disease model
 - Emphasize management/supervisor education
 - Employer/employee rights, obligations
 - Intervention strategies, focus on performance
 - How to start a conversation with affected employee, coworkers

PARTNER... with insurance, medical/PBM and EAP Providers

RE-EVALUATE... policy and testing for illegal/legal/prescription drugs

INVEST... in management and employee education

INCREASE... and ensure confidential access to help and treatment

Key Principles:

1. Early Identification/Intervention
2. Instant Support
3. Employer Flexibility
4. Regular Review
5. Enlisting Success

Connecticut's Statewide Awareness Program:

Live LOUD:

<https://liveloud.org/>

<https://liveloud.org/treatment-options/>

Live Life with Opioid Use Disorder

CHANGE the SCRIPT:

<https://portal.ct.gov/DCP/Prescription-Monitoring-Program/CHANGE-the-SCRIPT>



Employer Resources and Information

- Establish common site for info (DPH?)

Employer Toolkit

- Literature
- Resource groups

Employers need to be a proactive part of the response to the opioid epidemic.

When employers meaningfully respond to the opioid epidemic, it benefits the employee and the people that surround them. It is good for employees and good for business!

Story Teller - A Personal Perspective

Matthew Noeker – InterCommunity, Inc.

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