



Opioids and the Workplace:

Prevention and Response CT's Collaboration

“Alone we can do so little; together we can do so much.” –
Helen Keller





CT Department of Labor

Department of Mental Health and Addiction Services

CT Department of Public Health





Three agencies on separate missions with the same goals !

- Bring awareness to the severity of opioid abuse in the workplace and the cost to employers.
- Reduce the stigma of substance abuse for those in recovery or family members who are affected.
- Work to provide employers with the opportunities to build recovery friendly workplaces.



Opioids and Connecticut's Workforce: White Paper

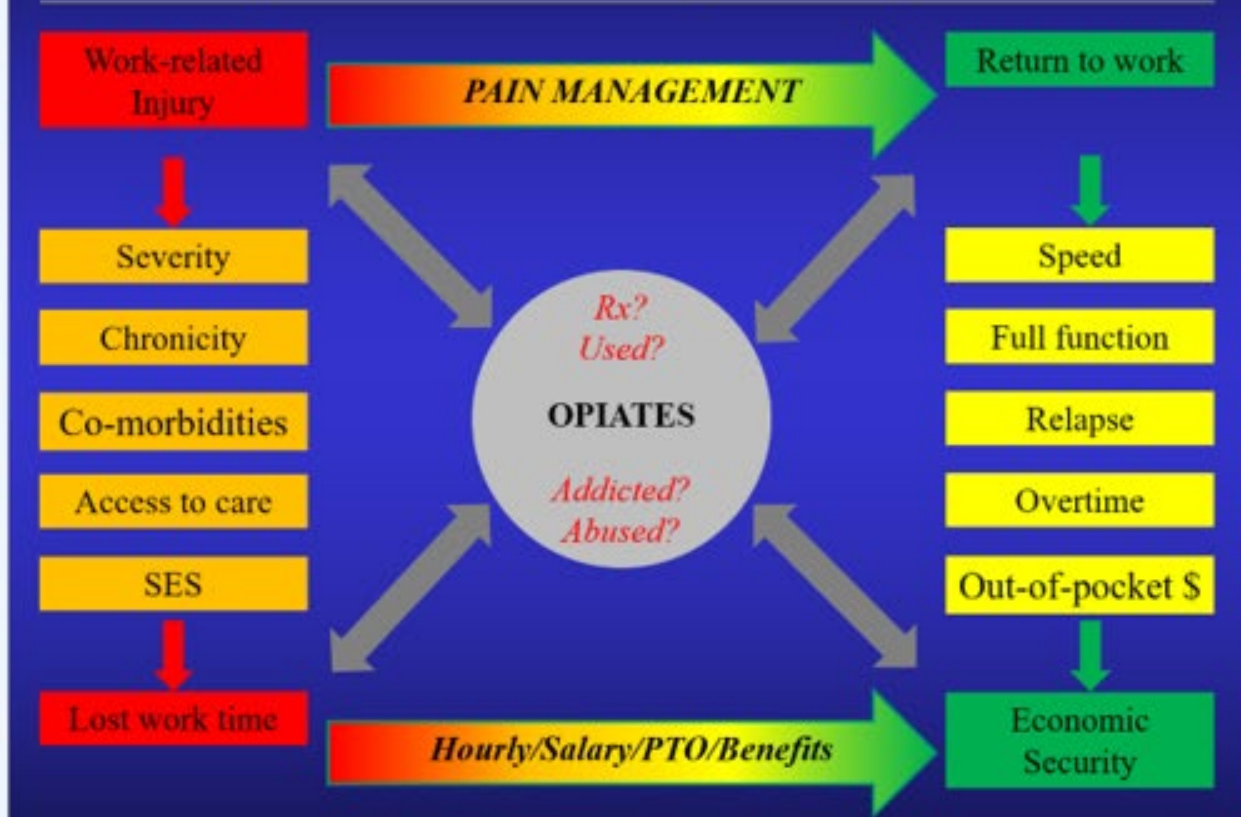


- 5 Key Principles
- Early Identification
- Instant Support
- Employer Flexibility
- Regular Review
- Enlisting Success



<https://portal.ct.gov/opioidsworkplace>

Relationship between Work-related Injuries and Opioid Use/Abuse





- **Department of Mental Health- CT Alcohol & Drug Policy Council**
 - **Sub Committee to create a Recovery Friendly Toolkit for Employers**





- **CT Department of Labor applies for a National Dislocated Worker Health Emergency Grant to assist CT's Workforce with the Opioid Crises.**
- **Is awarded 4.5 million dollars to develop workforce programs for those affected by the crises and assist employers.**





- **How bad is it?**
- **In CT you are more likely to die from an Opioid Overdose than from an Automobile Accident.**



CT Recovery Friendly Workplace (2017 - Present)

- Symposia - 26 speakers and 250 stakeholders
- "The Opioid Crisis and Connecticut's Workforce Report"
- DPH & DMHAS form subcommittee to develop RFW Toolkit
- DOL receives \$4.5M to implement RFW initiative in CT
- DPH/DOL and DMHAS partner to align agencies goals and objectives
- CT Opioid Advisory Committee w/RFW certification recognized thru Governor's Office
- DOL holds informational session w/80+ CT employers to discuss RFW initiative
- DPH, DOL and DMHAS develop a RFW Toolkit and website for CT employers (2020)
- RFW Campaign with a Statewide rollout





Partnership to share resources to create a Recovery Friendly Initiative comprised of:

Recovery Friendly Toolkit & Initiative which includes employer support, outreach and official designation.





CT Recovery Friendly Workplace Tool Kit

<https://www.recoveryworksct.org>





The toolkit includes downloadable information for employers on:

- **Workplace Impacts**
- **Creating a Recovery Friendly Workplace**
- **Employer Resources**





Workplace Impacts-

- Includes a substance abuse calculator

nsc Safety Training Workplace Safety Roadway Safety Community Safety Membership

A Substance Use Cost Calculator for Employers

The National Safety Council has collaborated with an independent research institution, **NORC at the University of Chicago**, to update "The Real Cost of Substance Use to Employers" tool, originally developed in 2017 with national nonprofit Shatterproof. This cost calculator is an authoritative, easy-to-use tool providing business leaders with specific information about the cost of substance use (including prescription drug use and misuse, alcohol use and misuse, opioid and heroin addiction, as well as use of other illicit drugs and cannabis) in their workplace based on size of employee base, industry and state. [Learn More](#)

Calculate Your Workplace Costs

Where are your facilities/offices located?

How many employees in your organization?

What is your industry?

We will email you the results of this calculator.
Please enter a valid email address longer than six characters.

About the National Safety Council
The National Safety Council is America's leading nonprofit safety advocate - and has been for over 100 years. As a mission-based organization, we work to eliminate the leading causes of preventable death and injury, focusing our efforts on the workplace, roadway and impairment. We create a culture of safety to not only keep people safer at work, but also beyond the workplace so they can live their fullest lives.

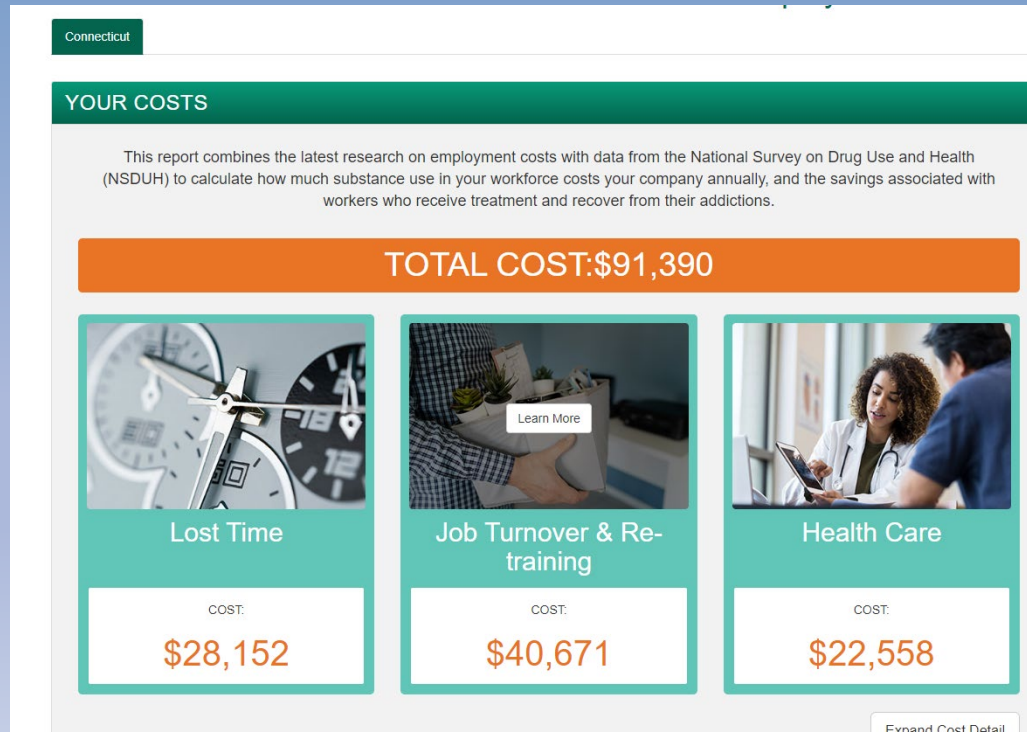
NORC at the University of Chicago
About NORC
NORC at the University of Chicago is an independent research institution that delivers reliable data and rigorous analysis to guide critical programmatic, business, and policy decisions. Since 1941, NORC has conducted groundbreaking studies, created and applied innovative methods and tools, and advanced principles of scientific integrity and collaboration. Today, government, corporate, and nonprofit clients around the world partner with NORC to transform increasingly complex information into useful knowledge. Please visit www.norc.org for more information.

Nationwide
is on your side



Workplace Impacts-

- Includes a substance abuse calculator







- **Intervention and Implementation is based on 5 Principles**

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

3

3.2



CONNECTICUT'S 5 PRINCIPLES 

The Department of Health has identified 5 Key Principles to guide the development of a new approach to dealing with substance use disorder (SUD) in the workplace. Here's a summary of the 5 Key Principles and what they mean.

<p>1. EARLY IDENTIFICATION</p> <p>What it means:</p> <ul style="list-style-type: none">• SUD in general does not go away without treatment, so it's essential to be alert to the issues, identify employees who may be struggling with SUD, and intervene early so that the problem can be addressed and contained.• Employees who appear to be impaired in the workplace should be assessed according to employer policies and made to feel that they are receiving compassionate attention that's intended to help.	<p>3. EMPLOYER FLEXIBILITY</p> <p>What it means:</p> <ul style="list-style-type: none">• Some employees with SUD may need to take a leave of absence for treatment. It's critical to see the advantages of keeping an employee who can be a long-term contributor to the company.• Other employees in recovery may benefit from the structure and order of their jobs. They also may get a sense of purpose and identity, stability, and social support. So it's important to be flexible in your thinking about SUD in the workplace. For some employees, their job is an important part of recovery.• The employer's flexibility may even be the catalyst for the employee to get help in the first place. So be prepared to be open-minded in your approach to implementing an RFW.
<p>2. INSTANT SUPPORT</p> <p>What it means:</p> <ul style="list-style-type: none">• Employers who are willing to take fast action on this issue are more likely to retain their employees, increase productivity, and be recognized for having a positive company culture.• The key is to establish your Recovery Friendly Workplace first so there's a	<p>4. REGULAR REVIEW</p> <p>What it means:</p> <ul style="list-style-type: none">• SUD is a disability that requires simple,



- **Additional Support and Official Designation**
- **Individualized support from CTDOL through grant to provide Peer Recovery Navigators and Regional Health Bureaus supported from grant for Department of Mental Health and Addiction Services.**
- **Opportunity upon implementation for Official Governors Designation.**



Opioid Advisory Committee

Comprised of state agencies, local workforce staff, substance abuse and mental health agencies, employers, unions and private philanthropic organizations.

Oversee and provide guidance/direction for the CTDOL Recovery Works grant.

Questions/Assistance robert.Bongiolatti@ct.gov