

Opioids

Opioids refer to a class of drugs that includes both legal and illegal substances.

Opioids are most often used to treat acute or chronic pain:



ACUTE PAIN
sudden onset



CHRONIC PAIN
persists for week or months

Know Your Meds

Opioids go by many names. It is important to recognize when you or a loved one is taking an opioid. Here are the most commonly prescribed and used opioids:

- Codeine
- Hydrocodone (Vicodin, Hycodan)
- Morphine (MS Contin, Kadian)
- Oxycodone (Oxycontin, Percoset)
- Hydromorphone (Dilaudid)
- Fentanyl (Duragesic)
- Heroin

This list is not comprehensive. If you have questions on whether the medication you are taking is an opioid please contact your doctor.

Recognize an Overdose

When someone takes too much of an opioid they might have an overdose. It is important to recognize the signs and symptoms of an overdose so you can intervene. Some common signs of an overdose are:

- Loss of consciousness
- Unresponsive to outside stimulus
- Awake, but unable to talk
- Breathing is very slow and shallow, erratic, or has stopped
- For lighter skinned people, the skin tone turns bluish purple, for darker skinned people, it turns grayish or ashen
- Choking sounds, or a snore-like gurgling noise (sometimes called the “death rattle”)
- Vomiting
- Body is very limp
- Face is very pale or clammy
- Fingernails and lips turn blue or purplish black
- Pulse (heartbeat) is slow, erratic, or not there at all

HOW YOUR BUSINESS CAN MAKE A DIFFERENCE IN THE OPIOID EPIDEMIC

As the opioid epidemic seems to be ever more prevalent, it is important to be educated on how your business plays a crucial role in addressing the crisis.

For more information, visit:

- www.SnohomishOverdosePrevention.com
- www.NSC.org/home-safety/safety-topics/opioids

Need help:

- Washington Recovery Help Line
1.866.789.1511

Still have questions?

- Opioids@snohd.org

The Benefits of Hiring Someone in Recovery

Recovery from a substance use disorder looks different for each person. Your business can benefit from hiring someone in recovery:

≤ 5 DAYS
FEWER DAYS
MISSED
PER YEAR

THEY MISS LESS DAYS PER
YEAR THAN WORKERS WITH A
SUBSTANCE USE DISORDER.⁷

\$3,200+
COMPANY
SAVINGS
PER YEAR

SAVINGS PER EMPLOYEE WHO
RECOVERS FROM A SUBSTANCE
USE DISORDER. SAVED ON
TURNOVER, MEDICAL AND
REPLACEMENT COSTS.⁸

Sources:

⁷ Centers for Disease Control and Prevention (<https://www.cdc.gov/niosh/topics/opioids/data.html>); ⁸ Journal for Occupational and Environmental Medicine (<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5671784/>)



YOUR BUSINESS AND THE

OPIOID CRISIS

Make a Difference!

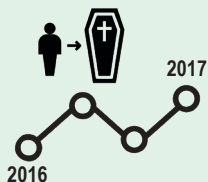
A Guide for Employers

SNOHOMISHOVERDOSEPREVENTION

A COMMUNITY COMING TOGETHER TO STOP
SNOHOMISH COUNTY'S OPIOID EPIDEMIC

PUBLIC HEALTH
always working for a safer & healthier
SNOHOMISH COUNTY

How is the Opioid Epidemic Affecting Businesses?



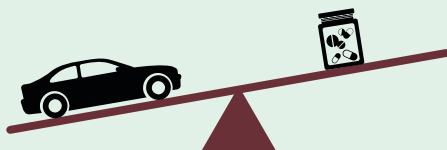
OVERDOSE DEATHS THAT OCCURRED ON THE JOB HAVE INCREASED 25%.¹

The time to act is now! You can make an impact.

DUE TO SUBSTANCE ABUSE, A RESTAURANT IN WASHINGTON WITH ONLY 25 EMPLOYEES LOSES²:



SOMEONE IS NOW MORE LIKELY TO DIE OF AN ACCIDENTAL OVERDOSE THAN A CAR ACCIDENT.³



75% OF EMPLOYERS REPORT THAT OPIOIDS IMPACT THEIR WORKPLACE.⁴

95% OF OVERDOSES OCCUR IN WORKING AGE ADULTS.⁵

8-10% PRESCRIBED AN OPIOID, DEVELOP A SUBSTANCE USE DISORDER.⁶

Sources:

¹ Bureau of Labor Statistics (<https://www.bls.gov/news.release/pdf/cfoi.pdf>); ² National Safety Council (<https://www.nsc.org/forms/substance-use-employer-calculator>); ³ National Safety Council (<https://www.nsc.org/in-the-newsroom/for-the-first-time-were-more-likely-to-die-from-accidental-opioid-overdose-than-motor-vehicle-crash>); ⁴ National Safety Council (<https://www.nsc.org/in-the-newsroom/poll-75-of-employers-say-their-workplace-impacted-by-opioid-use>); ⁵ Centers for Disease Control and Prevention (<https://www.cdc.gov/niosh/topics/opioids/data.html>); ⁶ National Institute on Drug Abuse (<https://www.drugabuse.gov/drugs-abuse/opioids/opioid-overdose-crisis>)

How Does This Affect You?

The opioid crisis is impacting employees in your workforce. This impacts you and your business in many ways.

It affects the employees themselves, their friends, and family members. Without proper use and interventions substance use can lead to increased:



worker's compensation costs



length of disability



risk for incidents & injuries



cost of insurance fraud



cost for screening & testing



ER visits & other medical care



cost of intervention & treatment

What Can You Do?

Employers play a vital role in helping to combat the opioid crisis. Understanding opioids and substance use disorder will help employees and their families and save your business money in the long run.

Here are some best practices to address substance use disorder in your workplace.

1

Carry Naloxone in the Workplace

Naloxone is the overdose reversal drug. Carrying it at your workplace might save a life.

2

Educate Employees

Educating employees about opioids will make them aware of the risk they present and their implications in the workplace.

3

Develop or Revise Workplace Policies

Policies in the workplace can protect your employees and the workplace itself. It is important to put in policies or update current policies to make it easier for employees to ask for help, and that allow employers to reduce liability like requiring employee's to report their use of medications that can cause drowsiness or impairment.

4

Invest in a Complete Health Care Plan

Make sure your health care plan covers mental and behavioral health, along with alternative pain management strategies.

"Employer-initiated treatment is more effective than treatment initiated by friends and family."

— National Safety Council