

# Substance Use in the Workplace: How Employers Play a Role in the Opioid Response

Economic Alliance of Snohomish County – October 2018

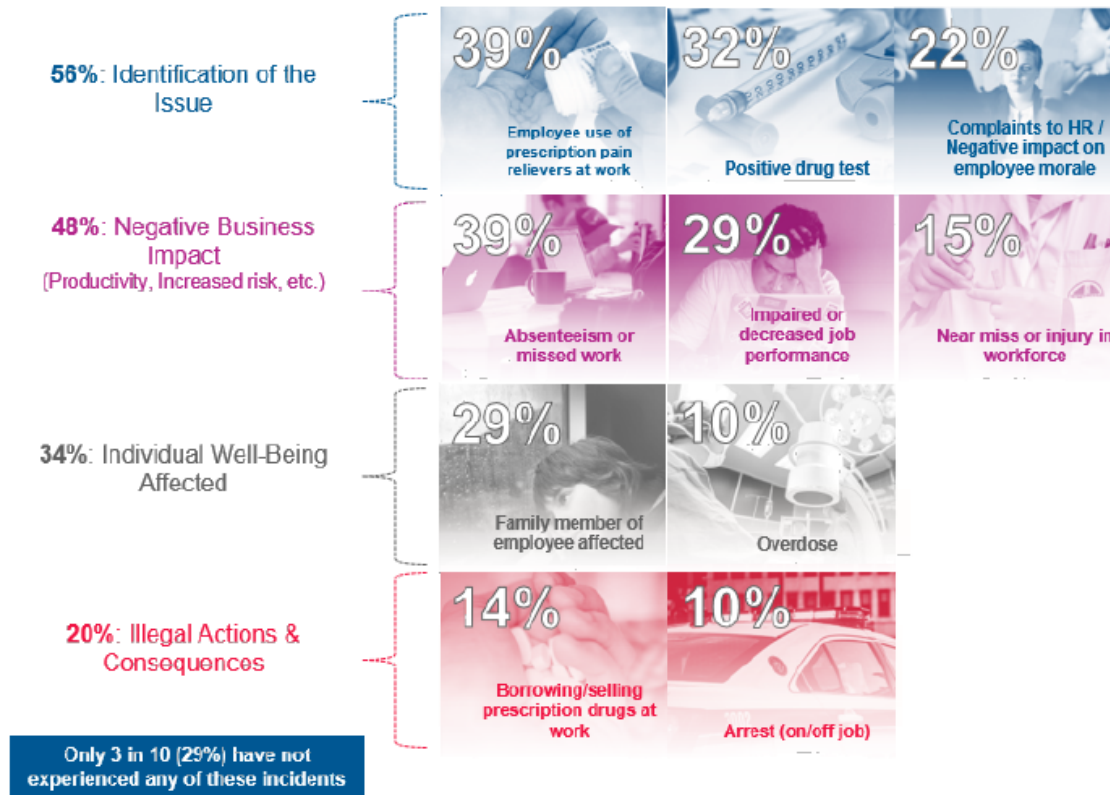


## SNOHOMISHOVERDOSEPREVENTION

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

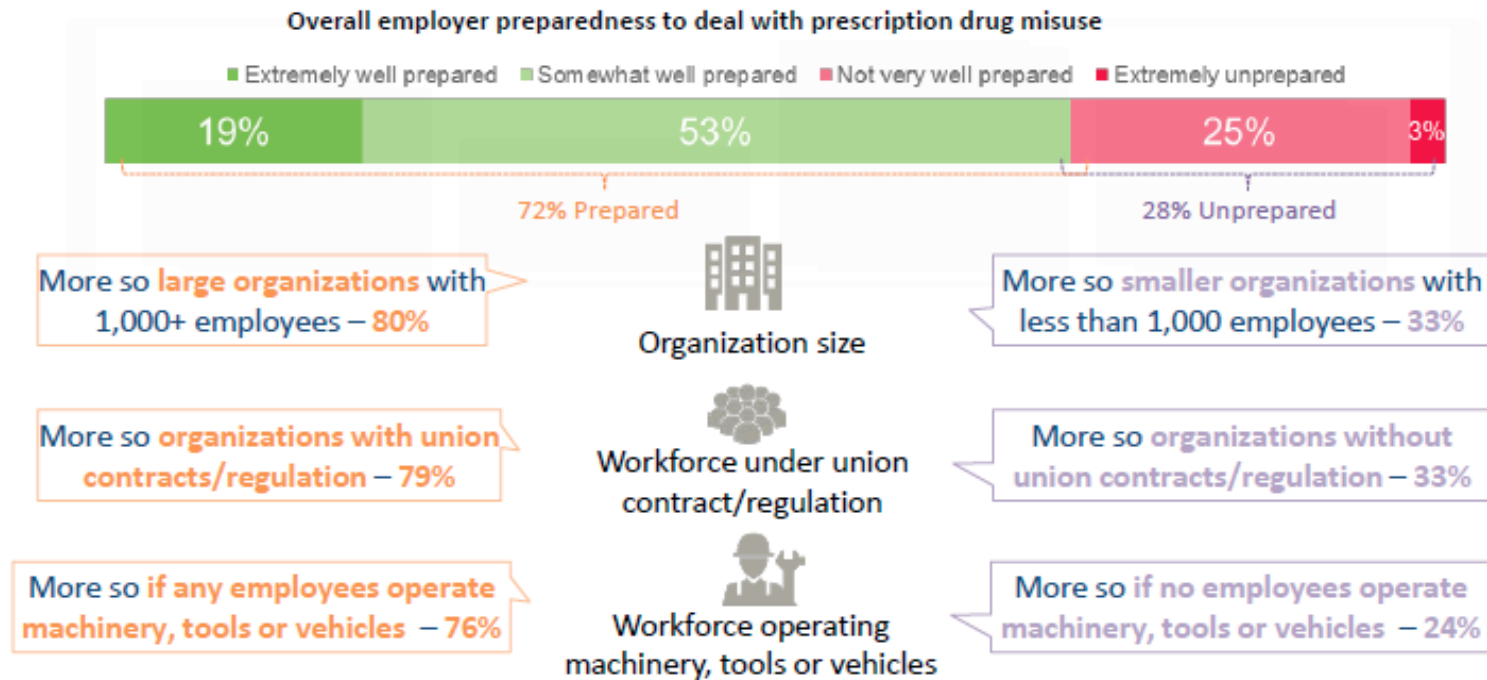
# Have You Felt the Impact at Work?

## 7 In 10 Employers Have Felt The Impact Of Prescription Drugs



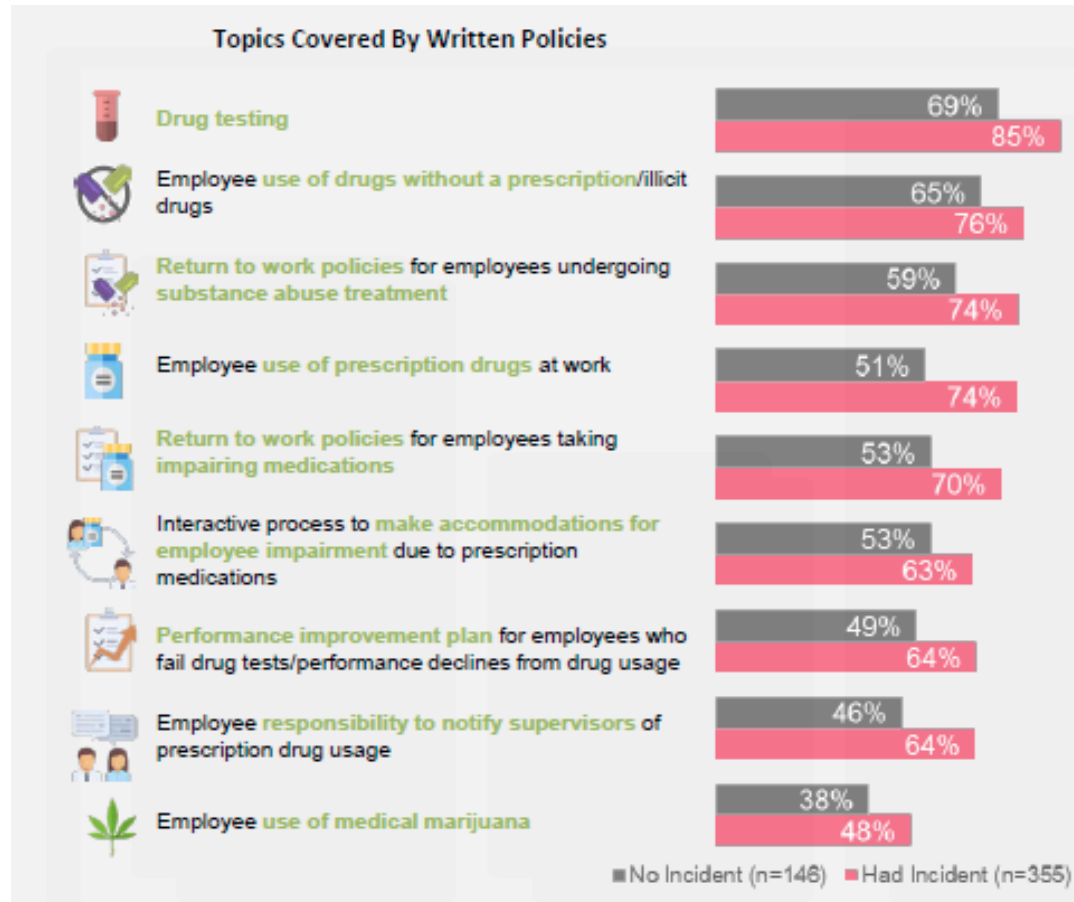
Source: National Safety Council

# Do You Feel Prepared?



Source: National Safety Council

# Do You Have Policies in Place?



Source: National Safety Council

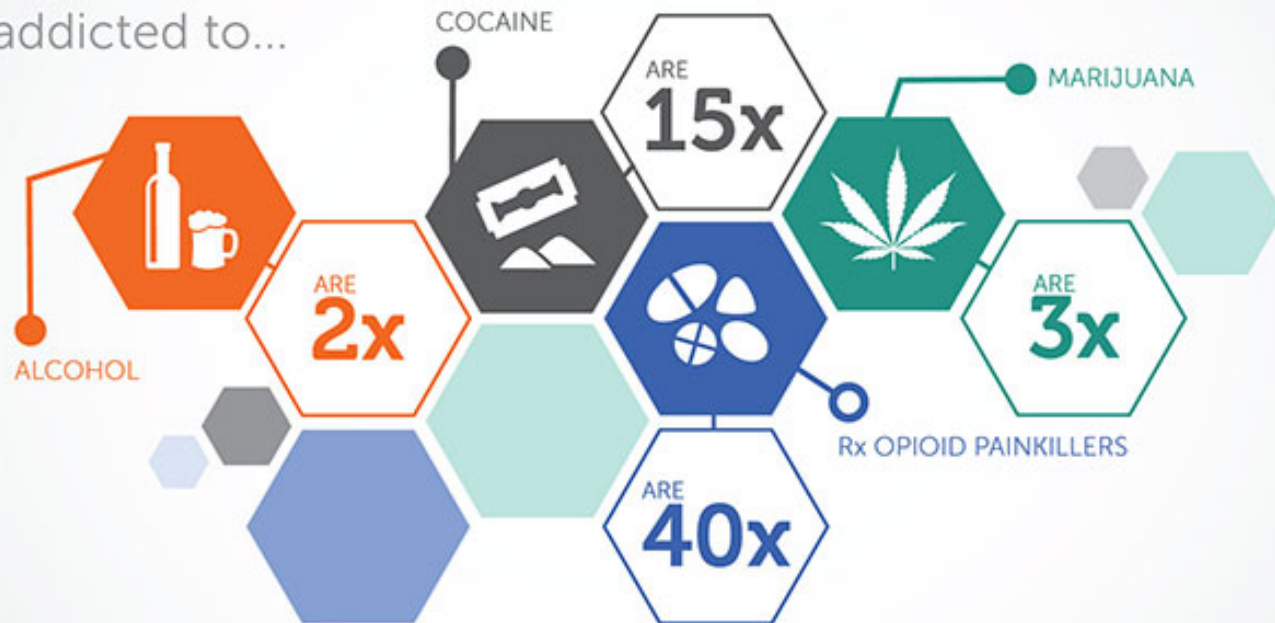
# **THE PROBLEM**

**What does the data tell us about opioids use?**

# The Broader Substance Use Problem

Heroin use is part of a larger substance use problem.

People who are addicted to...



...more likely to be addicted to heroin

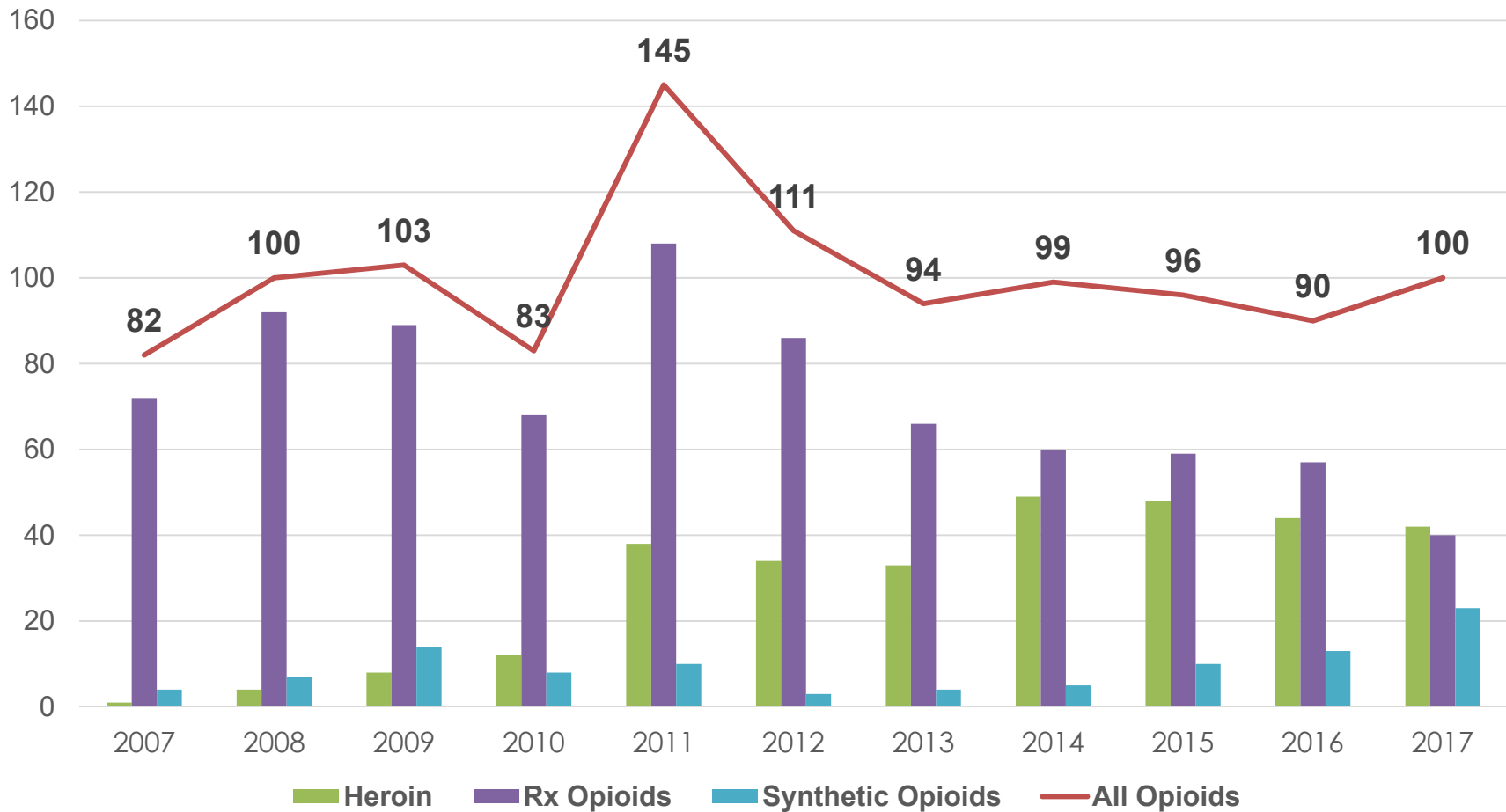
SOURCE: National Survey on Drug Use and Health (NSDUH), 2011-2012

Source: National Safety Council

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# Opioid-Related Deaths by Type

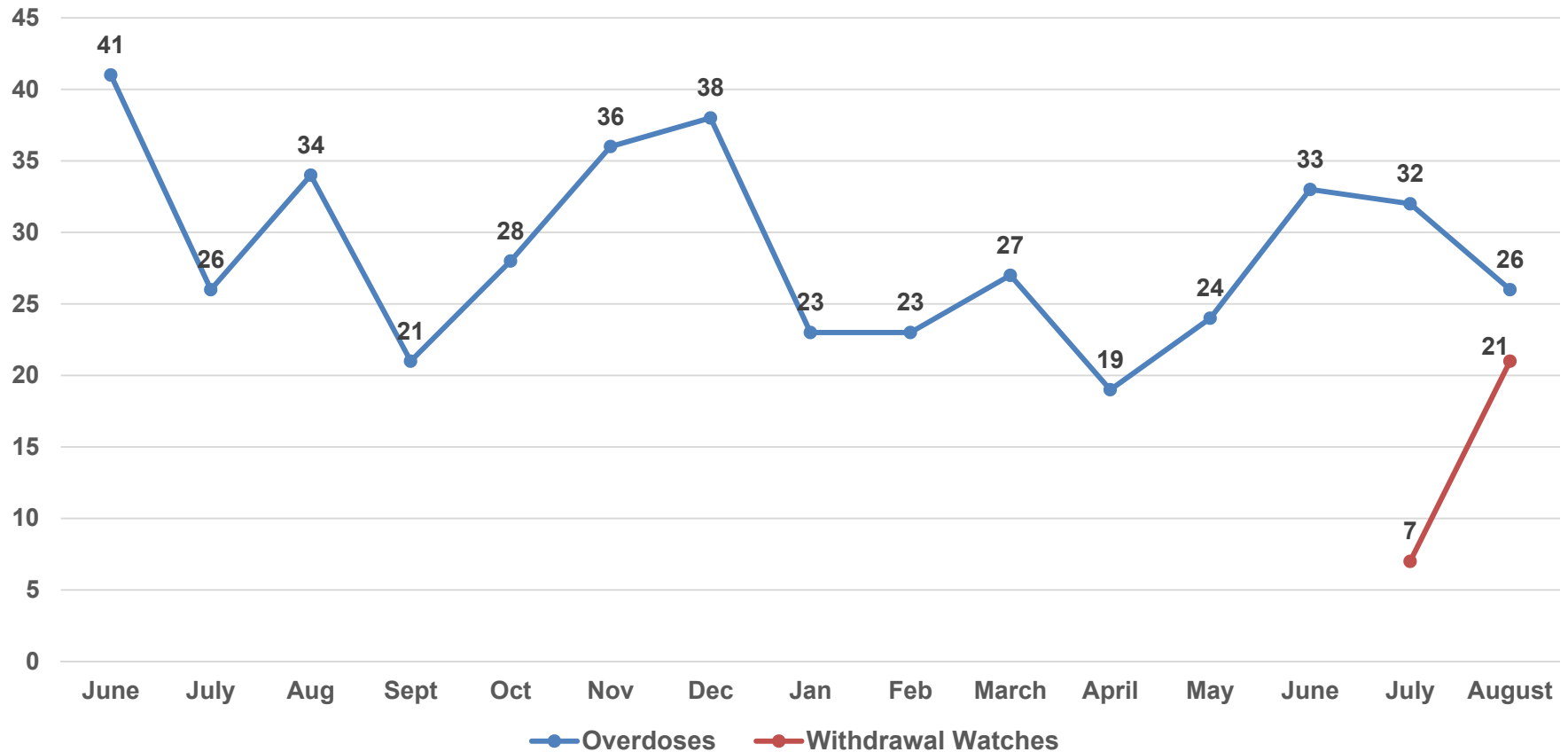
Snohomish County, 2007-2017



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# Opioid-Related Visits in the ER

June 1, 2017 - August 31, 2018 (Preliminary)



Source: Providence Regional Medical Center Everett



# Opioid-Related Visits by Age Range

June 1, 2017 - August 31, 2018 (Preliminary)

| Age Range          | Total Reported Overdoses |
|--------------------|--------------------------|
| <11 yrs old        | <5                       |
| 11-20              | 22                       |
| 21-30              | 178                      |
| 31-40              | 110                      |
| 41-50              | 61                       |
| 51-60              | 54                       |
| 61-70              | 18                       |
| >70 yrs old        | <5                       |
| <b>Grand Total</b> | <b>451</b>               |

Source: Providence Regional Medical Center Everett

# Poly-substance Use

Heroin use is part of a larger substance use problem.

Nearly all people who used heroin also used at least

**1 other drug**



MOST USED AT LEAST  
**3 OTHER DRUGS**



SOURCE: National Survey on Drug Use and Health (NSDUH), 2011-2013

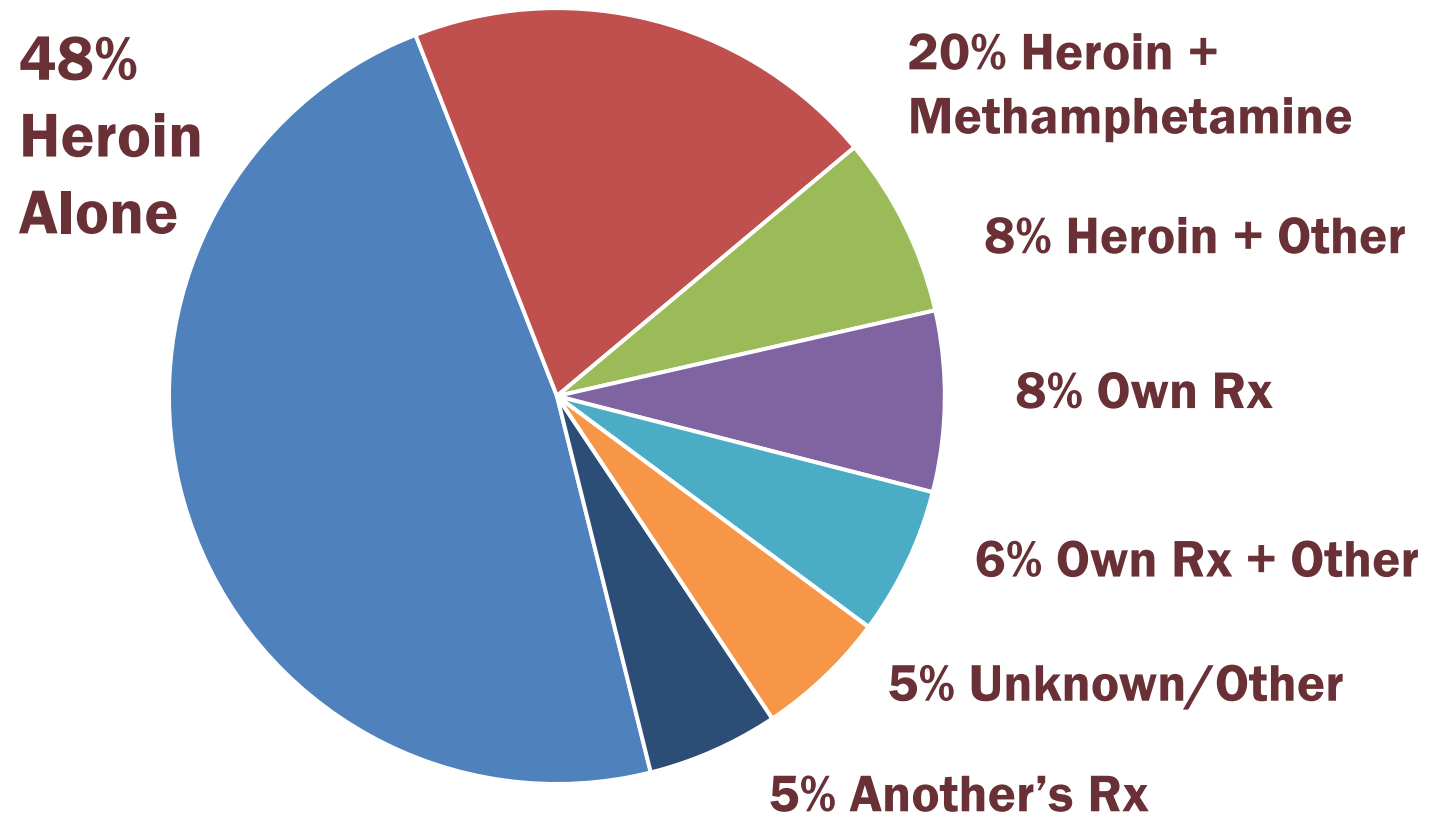
Heroin is a highly-addictive opioid drug with a high risk of overdose & death for users.

Source: National Safety Council

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# Opioid Overdoses Taken to ER

Providence Regional Medical Center Everett, June-Dec 2017 (n=146)



Opioid + Benzodiazepine = 9% (not shown)

# **THE IMPACT**

**How is substance use affecting local businesses?**

# Industry Sector Prevalence

| Average/Below<br>(6-9.4% prevalence):          | Moderate<br>(9.5-10.6% prevalence)             | Highest<br>(15% prevalence)        |
|--|--|------------------------------------|
| finance, insurance<br>real estate              | wholesale, nondurable                          | entertainment,<br>recreation, food |
| wholesale, durable                             | professional,<br>management,<br>administration | construction                       |
| other services except<br>public administration | mining   |                                    |
| agriculture                                    | retail   |                                    |
| manufacturing,<br>durable                      | information,<br>communications                 |                                    |
| manufacturing,<br>nondurable                   |  |                                    |
| transportation, utilities                      |  |                                    |
| education, health,<br>social services          |  |                                    |
| public administration                          |  |                                    |

Source: National Safety Council

# The Impact in the Workplace

When painkillers are misused in the workplace, there could be an increase in:



Worker's compensation costs



Length of disability



Risk for incidents, injuries and errors



Cost of insurance fraud



Cost for screening and testing



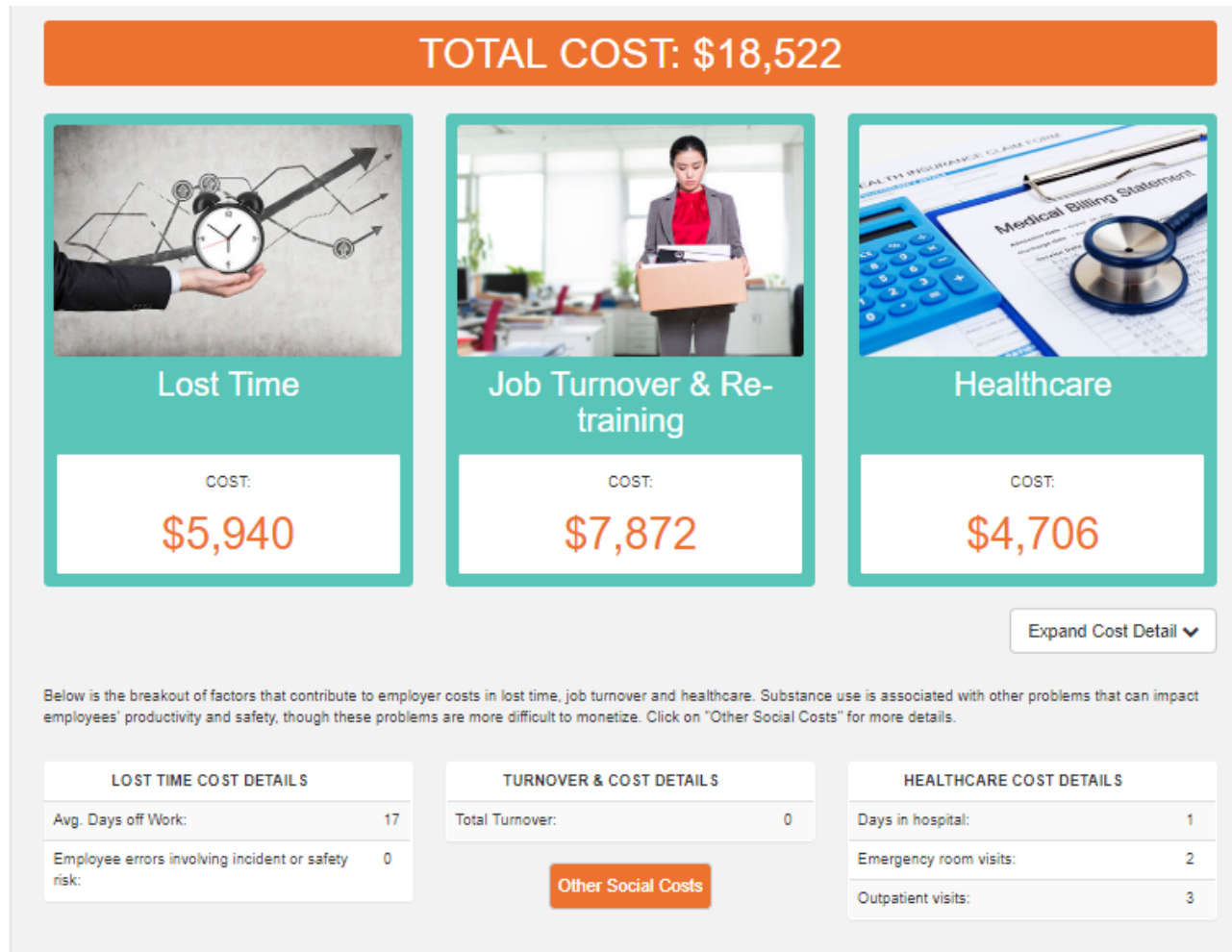
ER visits and other medical care



Cost for intervention and treatment

Source: National Safety Council

# Real Costs in Your Workplace



Source: National Safety Council

# **THE ACTIONS**

**What can you do to minimize risk to your business and your employees?**



# Steps You Can Take

- Partner immediately with your prescription and health plan providers to help gate-keep, monitor and intervene on the use of these prescription drugs.
- Revise your Drug-Free Workplace Policy to protect your employees and reduce liability. Require employees to report their use of prescription medications that can cause drowsiness or impairment.
- Ensure that employee drug testing includes the most commonly prescribed opioid painkiller drugs.
- Remind employees of confidential help available through an Employee Assistance Program.
- Educate employees about safe storage of these medications, proper disposal and risks of sharing these powerful drugs.



Source: National Safety Council

# Offering Alternative Treatment Options

There Is Significant Interest In Alternatives To Prescription Drugs



The 30% Who Are Interested But Unlikely To Request

**Physical Therapy**  
Is the most commonly covered treatment (31%) and the most attractive for those who do not offer it (84%)

**Cognitive Behavioral Therapy**  
Is the second-most most commonly covered treatment (14%) and the second-most attractive for those who do not offer it (79%)

- less concerned about opioids (23% versus 66%) and other drugs
- less concerned about prescription drug misuse (25% versus 66%)
- less likely to recognize the health and business impact of prescription drug abuse
- less interested in specific alternative treatment options
- less likely to expect the insurer to be responsive (17% versus 75%)

Source: National Safety Council

# Employment Policies

- **Re-evaluate/implement drug-free workplace policies and drug testing**
- **Have a clear statement of prohibited conduct**
- **Have a clear statement regarding burden on the employee to notify employer of prescription**
- **Have a clear statement of consequences**
- **Do not require employees to report all use of prescription medications**

# Sample Policy Language

- **It is a violation of our Drug-Free Workplace Policy to use, possess, sell, trade, and/or offer for sale alcohol, illegal drugs, or intoxicants.**
- **Prescription and over-the-counter drugs are not prohibited when taken in standard dosage and/or according to a physician's prescription.**
- **Any employee taking prescribed or over-the-counter medications will be responsible for consulting the prescribing physician and/or pharmacist to ascertain whether the medication may interfere with the safe performance of his/her job.**

# Sample Policy Language (cont.)

- **If the use of a medication could compromise the safety of the employee, fellow employees, or the public, it is the employee's responsibility to use appropriate personnel procedures (e.g., call in sick, use leave, request change of duty, notify supervisor, notify company doctor) to avoid unsafe workplace practices.**
- **The illegal or unauthorized use of prescription drugs is prohibited.**
- **It is a violation of our drug-free workplace policy to intentionally misuse and/or abuse prescription medications.**
- **Appropriate disciplinary action will be taken if job performance deteriorates and/or incidents occur.**

# About Drug Testing

- **There are legal limits to the medical information employers are entitled to know and drug testing must be job-related and based on business necessity.**
- **Develop policy that articulates when you will drug test:**
  - **Reasonable suspicion**
  - **Post accident**
  - **Random – safety sensitive**
- **Expand panel of drugs tested to include opioids, but consider how medication assisted treatment (MAT) may be treated in testing**

# Training Your Supervisors

- **Supervisors should be trained to identify and document behavior that signals drug use/misuse.**
- **If a positive result in a drug test, or someone comes forward for assistance, work with your human resource team and evaluate under the Americans with Disabilities Act (ADA).**
- **Drug addiction/alcoholism may be a disability and employer may need to provide unpaid time off to seek treatment.**

# **THE SUPPORT**

**How can your business help those in recovery stay or rejoin the workforce?**



# Recovery is Good for Business

Substance misuse and substance use disorders (SUDs) can be an expensive problem for employers. However, providing resources to assist workers with their SUD can be a very good investment.

Workers in recovery

help employers

AVOID  
**\$1,626**

in turnover &  
replacement costs

Workers in recovery miss

**5 DAYS  
LESS  
WORK**  
per year  
than workers with a SUD

[Learn Why](#)

Each employee who recovers  
from a substance use  
disorder saves a company

MORE THAN  
**\$3,200**  
PER YEAR

Source: National Safety Council

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# Turnover & Absenteeism Rates

|  | General work force | Any SUD | Alcohol use disorder | Illicit drug use disorder | Pain med use disorder | Marijuana use disorder | In recovery |
|--|--------------------|---------|----------------------|---------------------------|-----------------------|------------------------|-------------|
| Missed work days for injury, illness past year     | 8.4                | 10.2    | 9.4                  | 13.0                      | 22.2                  | 10.6                   | 8.3         |
| Missed work days for other reasons past year       | 2.1                | 4.7     | 4.7                  | 5.4                       | 6.8                   | 4.8                    | 1.2         |
| Total missed work days past year                   | 10.5               | 14.8    | 14.1                 | 18.4                      | 29.0                  | 15.4                   | 9.5         |
| Worked for more than one employer in last year (%) | 25                 | 36      | 36                   | 42                        | 42                    | 45                     | 23          |

Source: National Safety Council

# ER Visits & Hospitalization Rates

|                                      | General work force | Any SUD | Alcohol use disorder | Illicit drug use disorder | Pain med use disorder | Marijuana use disorder | In recovery |
|--------------------------------------|--------------------|---------|----------------------|---------------------------|-----------------------|------------------------|-------------|
| Hospitalized overnight last year (%) | 7.4                | 7.9     | 7.9                  | 9.5                       | 17.0                  | 8.1                    | 7.3         |
| Hospital nights per person last year | 0.3                | 0.3     | 0.3                  | 0.5                       | 0.6                   | 0.5                    | 0.2         |
| Emergency room visits last year      | 0.4                | 0.6     | 0.5                  | 1.0                       | 2.0                   | 0.8                    | 0.4         |
| Outpatient visits last year          | 2.6                | 2.3     | 2.4                  | 2.7                       | 3.9                   | 2.5                    | 2.6         |

Source: National Safety Council

# Depression & Anxiety

|  | General work force | Any SUD | Alcohol use disorder | Illicit drug use disorder | Pain med use disorder | In recovery |
|--|--------------------|---------|----------------------|---------------------------|-----------------------|-------------|
| Serious psychological distress past year % | 4                  | 12      | 11                   | 20                        | 28                    | 3           |
| Anxiety disorder past year %               | 5                  | 11      | 11                   | 14                        | 20                    | 6           |
| Depression past year %                     | 6                  | 11      | 11                   | 15                        | 22                    | 7           |

Source: National Safety Council

# Cigarette Use & Nicotine Dependence

|  | General work force | Any SUD | Alcohol use disorder | Illicit drug use disorder | Pain med use disorder | Marijuana use disorder | In recovery |
|--|--------------------|---------|----------------------|---------------------------|-----------------------|------------------------|-------------|
| Percent cigarette use - past 30 days use (%) | 23                 | 49      | 44                   | 66                        | 68                    | 62                     | 19          |
| Percent nicotine dependence past year (%)    | 12                 | 25      | 22                   | 47                        | 48                    | 32                     | 10          |

Source: National Safety Council

# **THE RESOURCES**

**Where can you go for additional help?**

# The National Safety Council's Toolkit



## Our Mission is Safety

The National Safety Council eliminates preventable deaths at work, in homes and communities, and on the road through leadership, research, education and advocacy. [Donate to our cause.](#)

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At Work / Tools and Resources / Prescription Drug Employer Kit

## Prescription Drug Employer Kit

Begin addressing prescription drug use in your organization.

The [Prescription Drug Employer Kit](#) will help employers understand the impact of prescription opioid use and misuse in the workplace and effectively communicate with employees. Information in the kit covers drug testing, workers' compensation, prevention and more. The kit contains:

- A guide "The Proactive Role Employers Can Take: Opioids in the Workplace"
- Tools to examine and update your drug free workplace and employee benefit programs
- Fact sheets and handouts with helpful information to educate your employees
- 5-minute safety talks
- Poster series focused on home safety and disposal



GET THE KIT >

Browse Tools and Resources / Prescription Drug Employer Kit

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Safety Topics +

**Tools and Resources -**

Injury Facts +

NSC Publications +

Safety+Health Magazine

Safe Driving Kit

Fatigue Kit

Safety for Business +

Campbell Institute +

Source: National Safety Council

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# The National Safety Council's Toolkit

## Learn About the Issue

- [The Proactive Role Employers Can Take: Opioids in the Workplace \(Report\)](#)
- [Calculate Real Costs of Substance Use in Your Workforce \(Substance Use Employer Calculator\)](#)
- [Prescription Drug Abuse: What Employers Can Do](#)
- [What to do if you suspect someone may be addicted](#)
- [Hidden Workplace Epidemic Prescription Painkillers Impact \(Infographic\)](#)
- [Prescription Pain Medications: A Fatal Cure for Injured Workers](#)

## Update your Drug-Free Workplace Program

- [Steps to Update Your Drug-Free Workplace Program](#)
- [Additional employer considerations in Drug Free Workplace Programs](#)
- [The Importance of Workplace Drug Testing](#)
- [What employers should do when an employee tests positive for opioid painkillers](#)
- [How employee assistance programs can address opioid painkiller abuse and addiction](#)

## Share the Facts

- [Opioid Painkillers What You Need to Know](#)
- [Opioid Painkillers How They Work and Why They Can be Risky](#)
- [Warn-me Labels let medical professionals know you want to discuss the risks of opioids and their alternatives](#)
- [Talking with Your Medical Provider](#)
- [How to reduce your Risk of Overdose](#)
- [What Parents and Grandparents Need to Know](#)
- [Practice Safety at Home](#)
- [How to dispose of Leftover Medication](#)

## Survivor Advocate Stories

- [Skye](#)
- [Ken](#)
- [Sally](#)
- [Louie](#)
- [Bill](#)

## Structure Benefits to Address Opioid Misuse

- [How prescription opioids may be affecting your workers compensation program](#)
- [How major medical insurance can optimize your drug free workplace?](#)
- [Managing opioid prescribing and use through pharmacy benefit programs](#)

## Explore Additional Resources

- [Helpful Resources](#)
- [Preventing Prescription Drug Abuse in the Workplace: Technical Assistance Flyer](#)
- [Prescription Drug Monitoring Programs: A Cost-saving Tool for Employers](#)
- [SmartRx: Your Prescription For Good Health](#)

## Educate Employees

- [Drug Safety at Home \(poster\)](#)
- [Safely Dispose of Your Leftover Medicine \(poster\)](#)
- [Do you know your workplace policy for prescription drug use? \(poster\)](#)
- [Proceed with Caution: Prescription Opioids \(poster\)](#)
- [Safely Dispose of Your Leftover Drugs \(poster\)](#)
- [Understanding opioid pain medications: Know the risks \(safety talk\)](#)
- [Discussing Prescription Opioids with Your Doctor \(safety talk\)](#)
- [Common Risks at Work due to Opioid Painkiller Use \(safety talk\)](#)
- [Your Employee Assistance Program A Valuable Company Benefit and Resource \(safety talk\)](#)

## PAW Technical Assistance Center Resources

- [Chronic Back Pain Opioid Overview](#)
- [Chronic Back Pain Self-Management](#)
- [Chronic Back Pain Acupuncture](#)
- [Chronic Back Pain Other Treatments](#)
- [5 Tips Sharing Medication](#)

Source: *National Safety Council*



# A New One-Stop Resource Portal

FIND TREATMENT OR SUPPORT

NEWS & ALERTS

**SNOHOMISH OVERDOSE PREVENTION**  
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SNOHOMISH COUNTY'S OPIOID EPIDEMIC

ABOUT OPIOIDS

PREVENTION

FIND TREATMENT OR SUPPORT

RESOURCES

ACTION PLAN

DATA



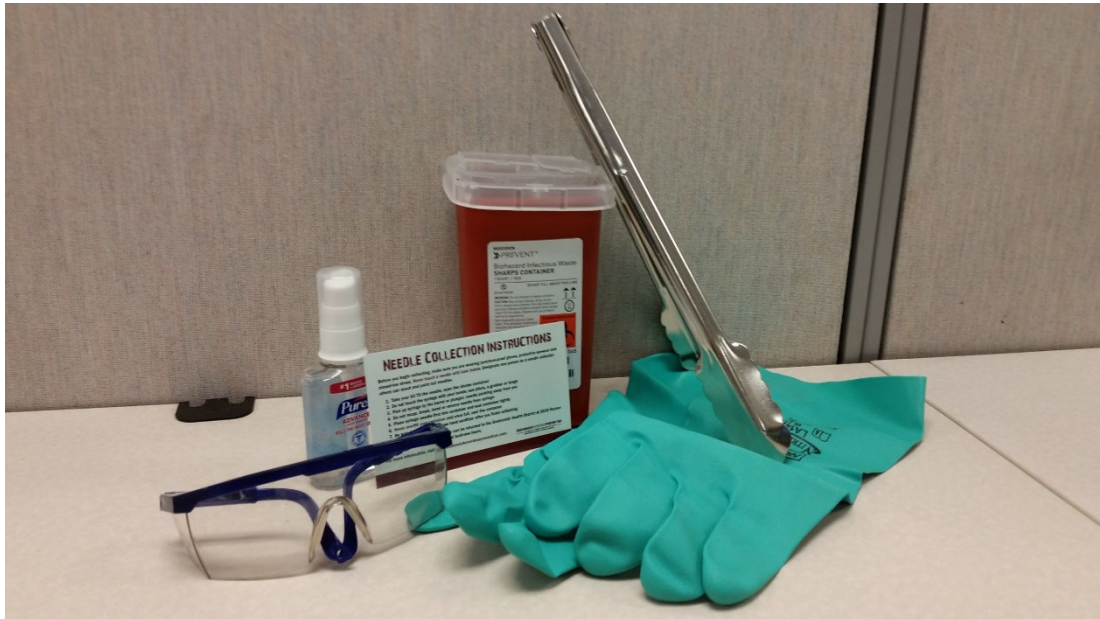
There's no easy answer when it comes to stopping the opioid epidemic. This website was created to be a one-stop shop for resources. Whether you're trying to understand the problem, prevent addiction, or save a life, this is a place to find information for that first next step.

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# Goals of MAC Group

- **Goal 1: Reduce opioid misuse and abuse.**
- **Goal 2: Lessen the availability of opioids.**
- **Goal 3: Reduce criminal activity associated with opioids.**
- **Goal 4: Use data to detect, monitor, evaluate, and act.**
- **Goal 5: Reduce collateral damage to the communities.**
- **Goal 6: Provide information about the response in a timely and coordinated manner.**
- **Goal 7: Ensure the availability of resources that efficiently and effectively support response efforts.**

# Expanded Clean-up Kit Program



Snohomish County Solid Waste Operations Manager Dave Schonhard shows the new disposal site for sealed sharps containers, which are included in free needle clean-up kits, at the recycling and transfer station off Airport Road. (Kari Bray / The Herald)

## More needle cleanup and disposal kits available to residents

The free kits, which include gloves, are designed to help people safely get rid of discarded syringes.

By Kari Bray

Tuesday, April 24, 2018 6:14am | LOCAL NEWS | EVERETT



EVERETT — A program that provides free kits to help people safely clean up and dispose of needles is set to expand around Snohomish County.

Starting Wednesday, needle clean-up kits are to be available at five locations. New safe disposal sites are being added, as well.

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# “ACT First (Aid)” - First Aid Evolved

**Antidote**

**Opioid Crisis**

**CPR**

**Cardiac Arrest, Early Defibrillation**

**Tourniquet**

**Hemorrhage Control**

**Scenes of violence**



**HeraldNet**  
EVERETT, WASHINGTON

Local News Business Sports Life Opinion Obituaries Classifie



Lynnwood firefighter/paramedic Dani DeVos reacts Friday as she teaches staff of Edmonds School District how to administer Narcan via an intranasal device during ACT Training at Edmonds-Woodway High School. (Andy Bronson / The Herald)

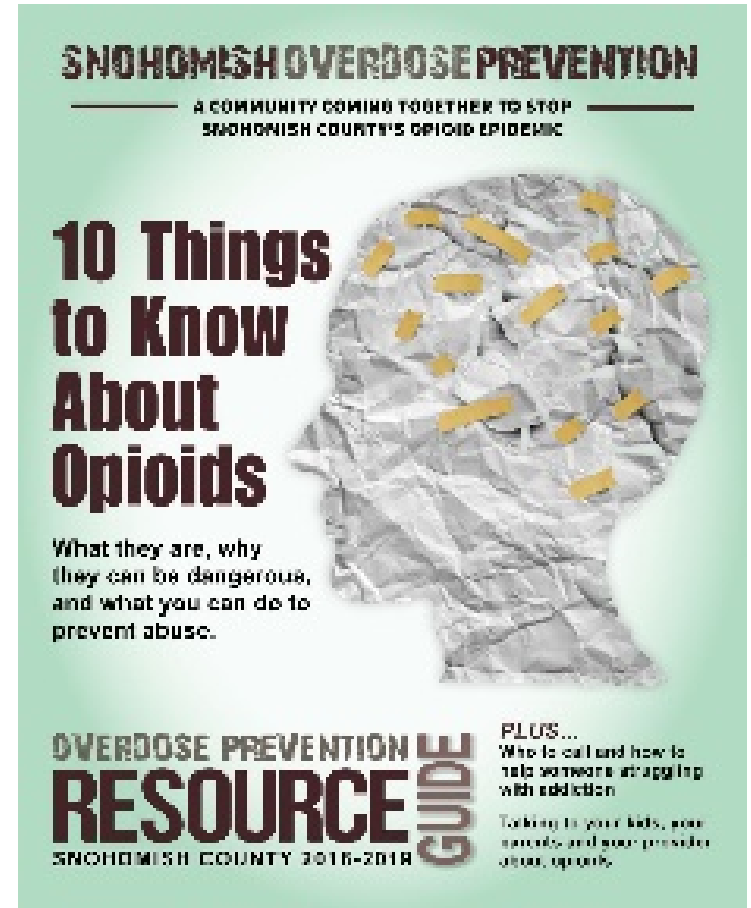
**A is for opioid antidote, in new abbreviated first aid class**

Firefighters in south Snohomish County designed the course. The first mass training was Friday.

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# Resource Guide: 10 Things to Know

1. Know your meds, store your meds
2. Talk to seniors
3. Learn about addiction
4. Talk to your kids
5. Take back your unwanted meds
6. Get involved
7. Give responsibly
8. Talk to your provider
9. Know how to help, support
10. Know who to call





# thank you

## **contact information**

For more info, please contact:

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