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Introduction

- Consulting, Training & Workplace Prevention
- Risks: Harmful Use of Substances
- B2B
- Community Projects
- Operations + Legal
- Legal: Littler

Working Partners

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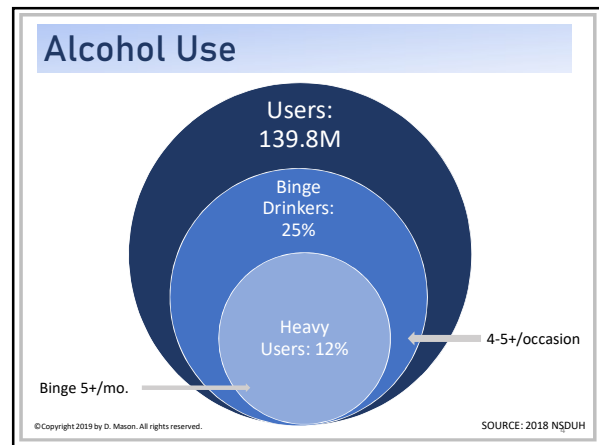
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- Contact a licensed attorney to obtain advice with respect to any legal issue discussed in this presentation or regarding a situation specific to your business.

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Past Month Use of Illicit Drugs

	2002	2006	2010	2014	2016	2017	2018
12 or older	8.3	8.3	8.9	10.2	10.1	11.2	11.7
12-17	11.6	9.8	10.1	9.4	8.8	7.9	8.0
18-25	20.2	19.8	21.6	22.0	22.3	24.2	23.9
26 or older	5.8	6.1	6.6	8.3	8.9	9.5	10.1

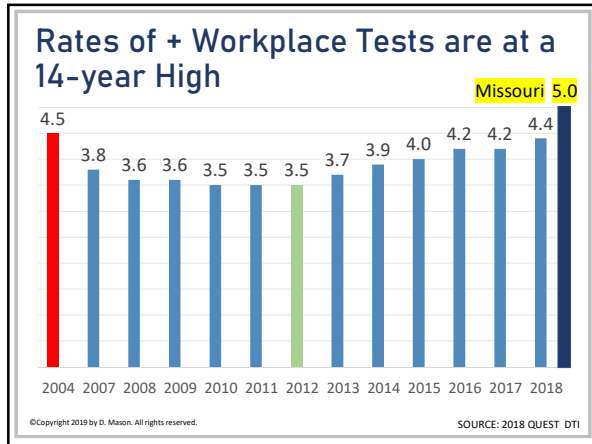
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70% of people involved in the harmful use of substances are employed.

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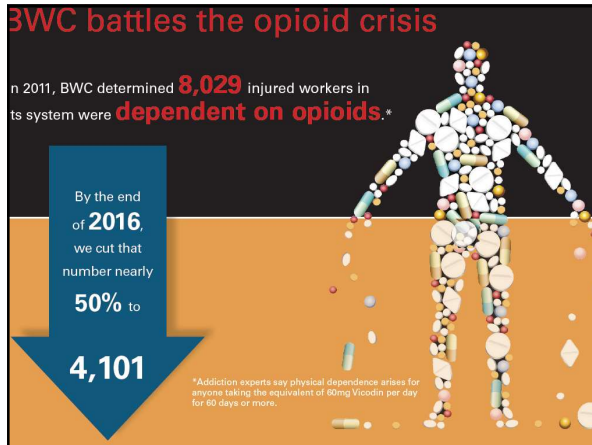
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(especially with Rx pain meds)

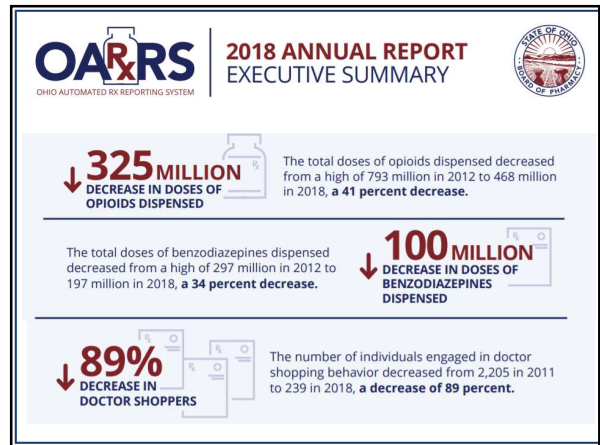
Progress HAS been made! ^

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- ### Opiate/Opioid + Decreasing
- Oxycodone
 - Down 29% - 2017 - 2018
 - Down 46% since 2014
 - Hydrocodone
 - Down for 4th year
 - Down 43% since 2014
 - Heroin
 - Down 6% - 2017 - 2018
 - Down 16% from peak in 2015 - 2016
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BUT ...

Total \$ Burden of Opioid Epidemic \$179 billion dollars per year

- ✓OD Deaths (\$72.6 billion) *including lost earning potential*
- ✓Health care (\$60.4 billion)
- ✓Lost productivity (\$26.5 billion)
- ✓Criminal justice (\$10.9 billion)

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(especially related to illicit drugs)

**OVERDOSE DEATHS
ARE OUT OF CONTROL!**

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The total number of people
NOT in the labor force has
increased more than 20% in
the past 10 years.

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“Prescription opioids may
explain up to half of the
decline in labor force
participation since 2000.”
- Economists, University of Tennessee

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Challenges

- Still illegal at federal level
- No Rx
- No measure of impairment
- Laws very considerably across the state
- Changing DAILY

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Increase in Marijuana + Tests

2017 - 2018	8%
2016 - 2017	4%
2015 - 2016	4%
2013 - 2014	14.3%
2012 - 2013	5%

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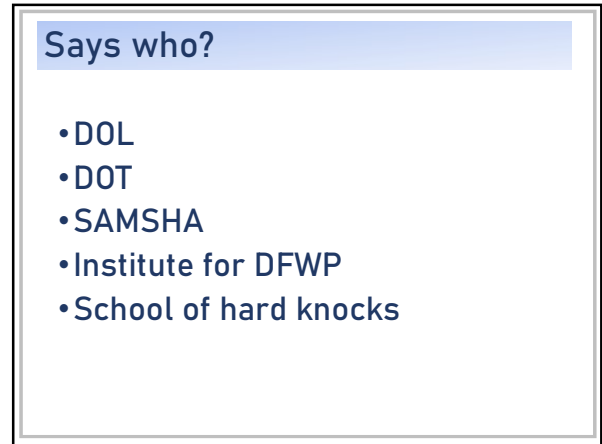
**So what's an
employer to do?**

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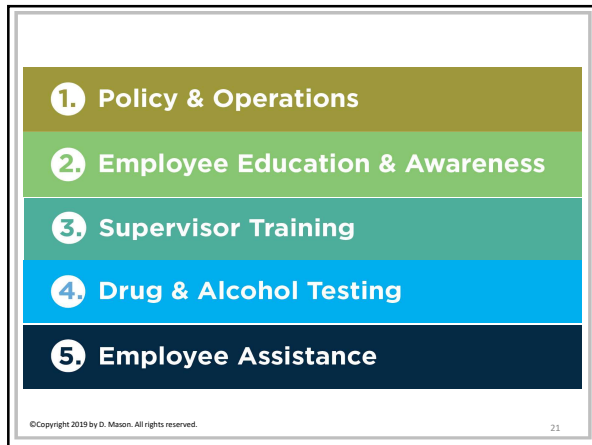
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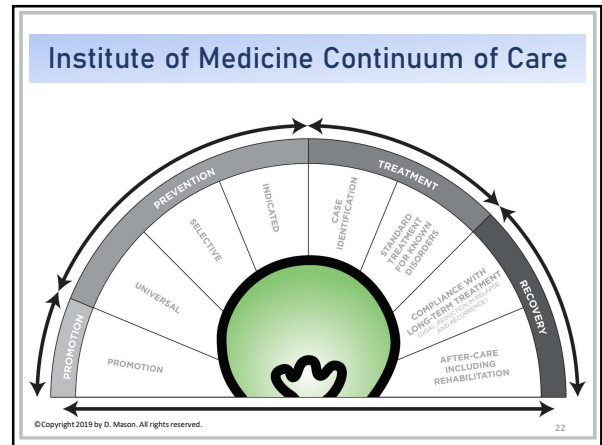
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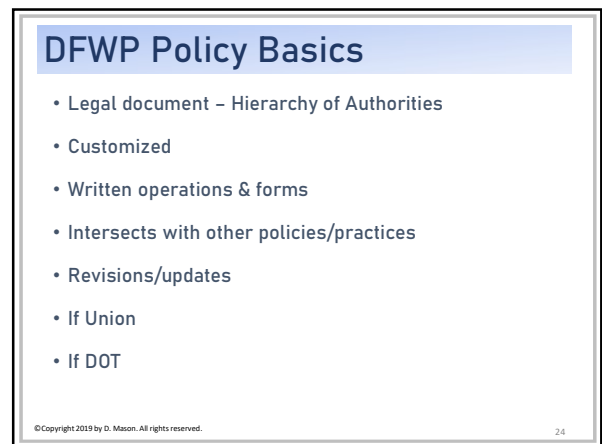
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Check these elements

- Coverage
- Definitions
 - On the job
 - Company property
 - Under the influence
 - Safety Sensitivity
- Assistance
 - Voluntary
 - Mandatory
- Rules
 - Alcohol
 - Illicit
 - Marijuana
 - Rx
 - Off-the-job use
- Testing
 - When
 - How
 - For what
- Corrective Action
- Reinstatement/Re-hire

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2. EMPLOYEE EDUCATION

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Employee Education Basics

- Signage & Hiring Announcements
- ANNUALLY (with sign-off)
- Objectives
- New hires
- Current employees

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Topics

- Policy review
- Where to get help
- Relevant, motivating & worth-taking-home topics
 - Low-Risk Alcohol Guidelines
 - NEW Marijuana Rule
 - Healthy Relationship with Medications
 - Addiction = brain disease
 - Raising Drug-Free Kids

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3. SUPERVISOR TRAINING

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Supervisor Training Basics

- ANNUAL
- Objectives
- Recognize barriers

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Topics

- Policy & Operations
- How to refer for assistance
- Specific Roles & Workflows
 - R.S.
 - P.A.
- Relevant skills
 - Recognition
 - Documentation
 - Confrontation
- Real-life scenarios

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4. TESTING

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Drug Testing Basics

- Search & Seizure
- Check authorities you're subject to!
- Alcohol Testing = Medical Exam
- Need to articulate
 - WHEN you're testing
 - HOW you're testing
 - WHAT you're testing for

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When to test ("applications")

- Proactive**
 - Pre-Employment/New-Hire
 - Random
- Reactive**
 - Post-Accident
 - Reasonable Suspicion
 - Contractor/Government Required
 - Return from Layoff or Leave of Absence
- Second Chance**
 - Return to Duty
 - Follow-Up

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Remember:

A test only tests what you tell it to test for!

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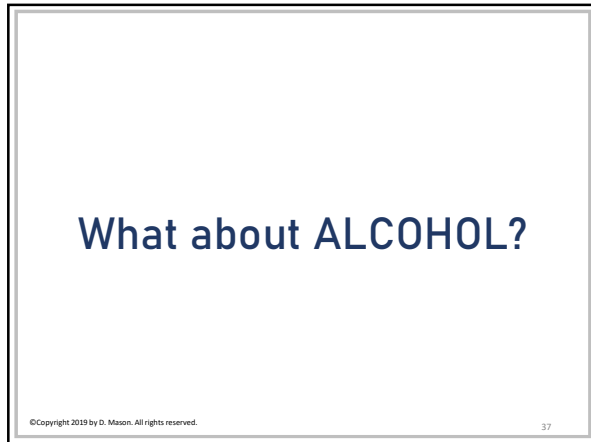
What To Test For

- Amphetamines
- Marijuana
- Cocaine
- PCP
- Opiates
 - Morphine / Codeine
 - Heroin
- Semi-Synthetic Opiates
 - Oxycodone / Oxymorphone
 - Hydrocodone / Hydromorphone
- Barbiturates
- Benzodiazepines
- Methadone
- Propoxyphene

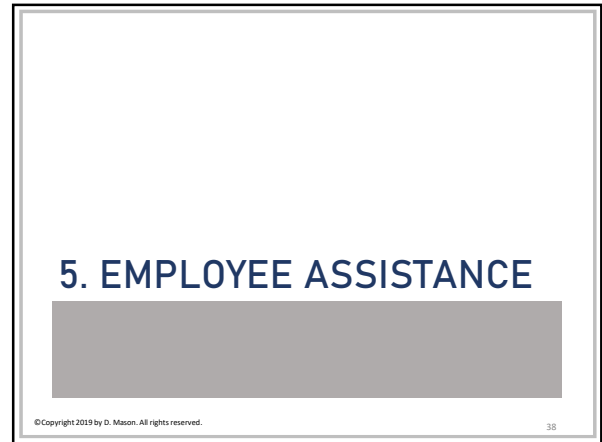
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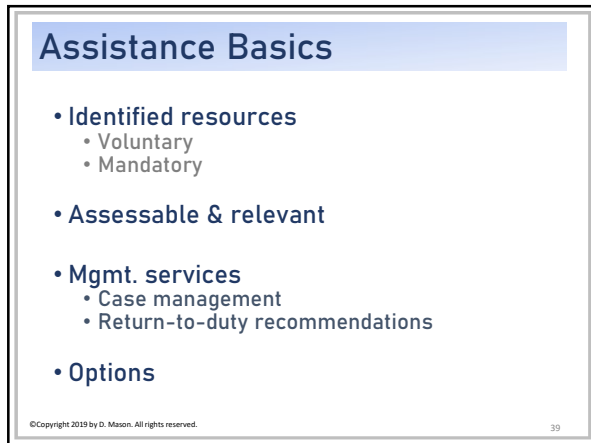
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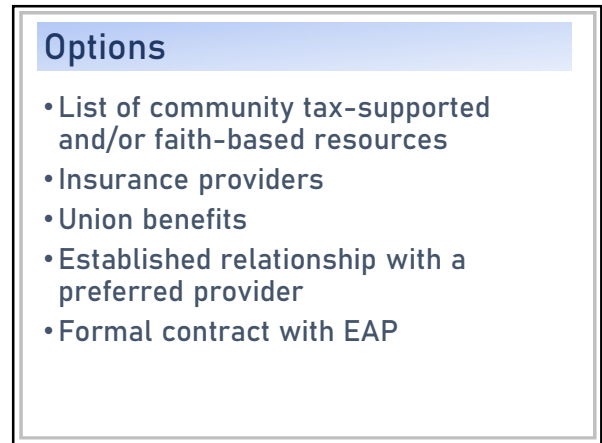
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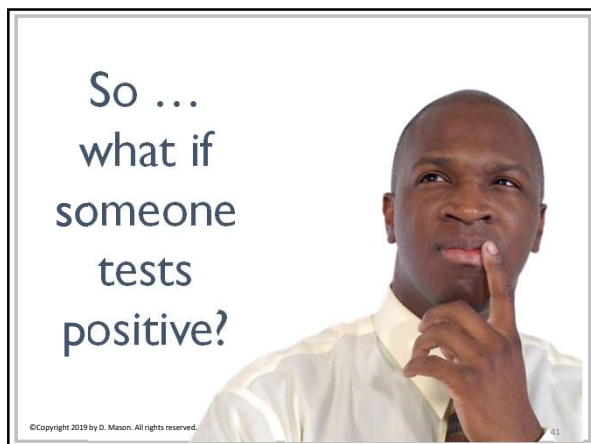
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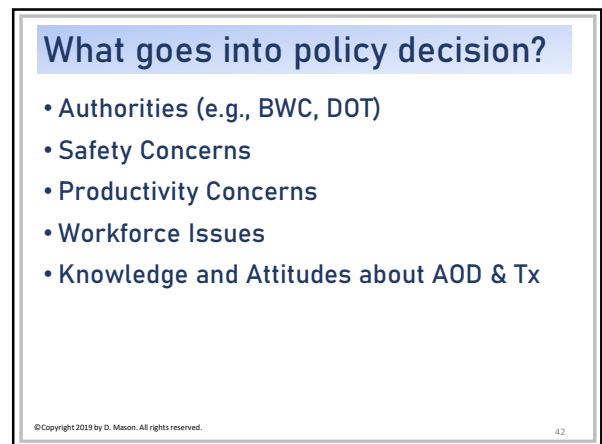
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Replacing an employee costs an employer between 25-200% of their annual compensation.

Doesn't include:

- the loss of company knowledge
- continuity
- productivity

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Employers can adjust policies and practices to create a culture that can both prevent SUD and support employees in recovery.

(And it makes good business sense!)

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7 ways to create a recovery-supportive workplace

1. Encourage employees in recovery to be upfront and honest if they feel their recovery is in danger
2. Keep lines of communication open with employees and their counselors.
3. Hold employees accountable to your usual work standards and
4. Consider whether temporary accommodations are needed
5. Do follow-up alcohol and/or drug testing
6. Provide supervisors quality training
7. Encourage work/life balance

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What's A Recovery-Supportive Workplace, Anyway?

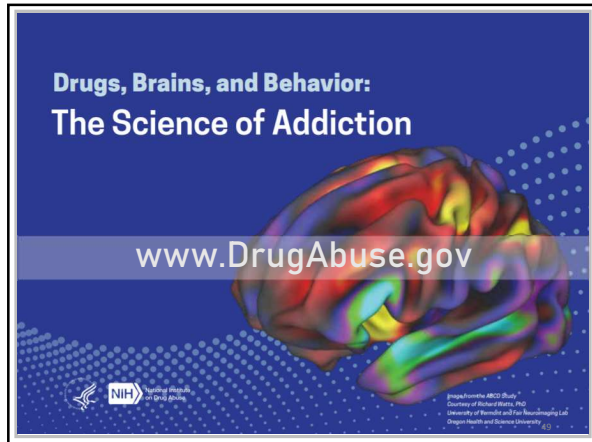
<http://bit.ly/rsworkplace>

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Resources
(for continued learning)

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