



Addiction Treatment and Recovery Call to Action on Opioids and Naloxone

2024 California Conference on Apprenticeship

safeproject.us



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Cal Beyer, CWP

- Over 30 years professional experience in risk management, safety & wellness focusing on human capital risk management and wellbeing
- Helped launch mental health & suicide prevention movement in the AEC industry
- Appointed to the Executive Committee of National Action Alliance for Suicide Prevention & Lived Experience Advisory Committee of the Suicide Prevention Resource Center (SPRC)
- Serves on Advisory Boards for Goldfinch Health and MindWise Innovations
- Formerly served on Advisory Boards for the Center of Workplace Mental Health, AGC of America & Youturn Health
- Frequent presenter at industry events & regular contributor to industry publications



Cal Beyer
Sr. Director of SAFE Workplaces

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Kyle Zimmer

- Certified as an OSHA Safety and Health specialist for the Operating Engineers for 3,000 members and professional development for more than 400 active instructors.
- Started Local 478's Members Assistance Program (MAP), a peer-to-peer program, which helps assist union members in their families through lifestyle issues, as well as assisting in developing and teaching an International Members Assistance Peer training program for other Operating Engineer locals to adopt.
- Co-Chair AFL-CIO Safety Committee
- Connecticut Emergency Response Commission (SERC)
- Chairperson committee for the Mine Safety Health Research Advisory (MSHRAC)
- Opioid Task Force Member for the North American Building Trades Union (NABTU),
- Connecticut Workers Compensation Advisory Board and the Opioid Settlement Advisory Board.



LOCAL 478
Operating Engineers



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Learning Objectives

1. Identify the causes, consequences, costs, and counter-controls for substance misuse in the workplace
2. Discover the benefits of straight talk with employees about substance use disorder and addiction treatment and recovery
3. Learn how lived experience stories of personal recovery journeys reduce stigma reduction, promote active care seeking, and reinforce hope
4. Share resources to expand knowledge on recovery
5. Understand the benefits of stocking naloxone in apprenticeship program classrooms and job sites



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ADDICTION /ə-DĪK'SHƏN/

Addiction is a **treatable, chronic medical disease** involving complex interactions among **brain circuits, genetics, the environment, and an individual's life experiences**. People with addiction use substances or engage in behaviors that become **compulsive and often continue despite harmful consequences**.

Prevention efforts and treatment approaches for addiction are generally **as successful as those for other chronic diseases**.



ASAM American Society of
Addiction Medicine

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Learning Objective #1 Causes, Consequences and Costs of Substance Misuse



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Why Substance Misuse is a Workplace Issue

- Substance misuse and substance use disorders contributes to absenteeism, presenteeism, decreased productivity, safety and quality incidents, turnover, schedule pressures, and profit fade
- Approximately 70% of persons with SUD are in the workplace (National Survey on Drug Use and Health; NSDUH)
- Quest Diagnostics reports positive drug tests hit a 21-year high in 2022
- National Safety Council reports 75% of workplaces have been impacted by opioid crisis
- 2022 was 10h consecutive annual increase from unintentional overdose from nonmedical use of drugs and alcohol (9.5% of total fatalities; BLS CFOI)



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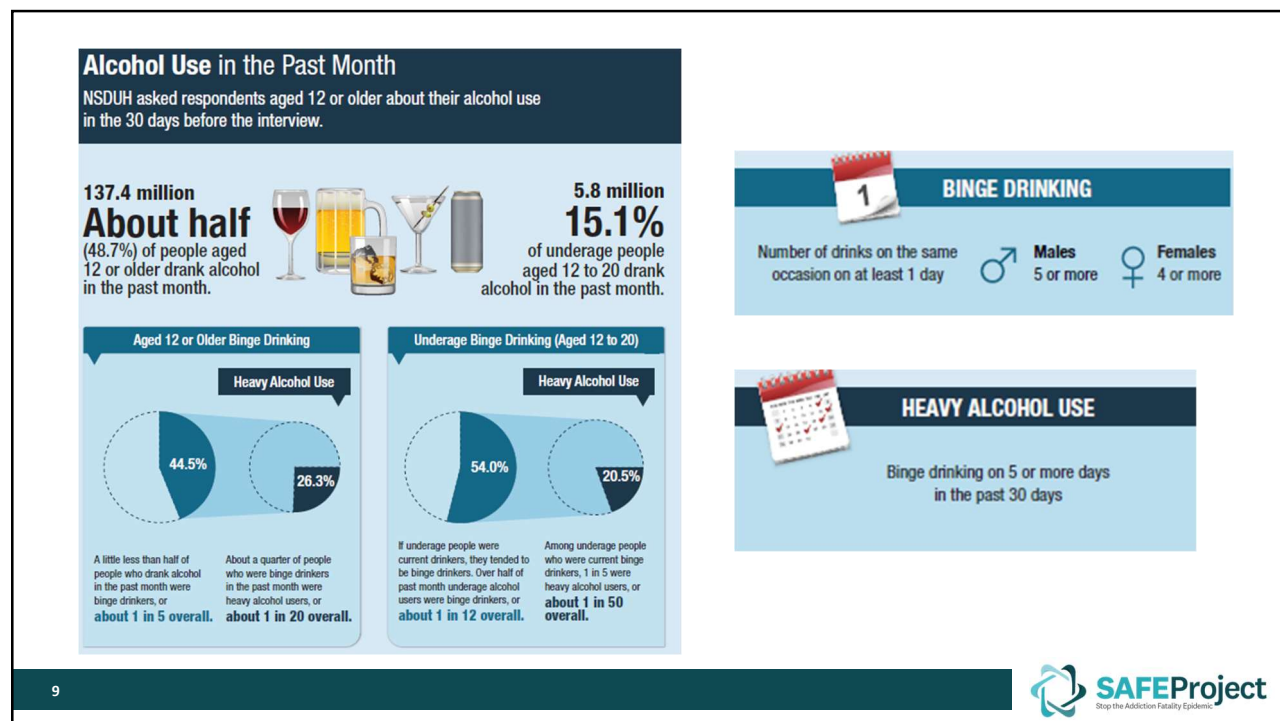
Increasing Impact of Alcohol

- 25% spike in alcohol-related deaths during the pandemic
- 178,000 people died from alcohol (National Survey on Drug Use and Health; 2021)
 - 488 deaths every day from alcohol
 - 61,000 deaths are attributed to alcohol-related vehicle crashes, alcohol poisoning or suicide
 - 117,000 deaths are attributed to chronic conditions related to long-term alcohol use
 - 120,000 male deaths and 59,000 female deaths

National Institute of Health. <https://www.niaaa.nih.gov/alcohols-effects-health/alcohol-topics/alcohol-facts-and-statistics/alcohol-related-emergencies-and-deaths-united-states>



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Increasing Prevalence of Substance Misuse

- Data from the 2022 National Survey on Drug Use and Health (NSDUH):
- 48.7 million people aged 12 or older (or 17.3%) had a substance use disorder (SUD) in the past year, including:
 - 29.5 million who had an alcohol use disorder (AUD)
 - 27.2 million who had a drug use disorder (DUD)
- Overdose deaths doubled in past 5 years: over 108,000 in 2022
 - Approximately 70% opioids and 70% fentanyl
 - Reality is polysubstance overdose
 - 8 million people who had both an AUD and a DUD.

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Most popular drugs in the U.S.

Drug / drug behavior	% of people
Alcohol (past month)	48.0%
Binge drinking alcohol (past month)	21.7%
Tobacco (past year)	21.2%
Cigarette (past year)	16.8%
Marijuana (past year)	13.4%
Alcohol use disorder (past year)	10.8%
Opioid abuse (past year)	3.3%
Pain reliever abuse (past year)	3.1%
Cocaine (past year)	1.7%
Methamphetamines (past year)	1.0%
Heroin (past year)	0.3%

Source: [National Survey on Drug Use and Health via USA TODAY Blueprint](#) • [Get the data](#) • [Embed](#)



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Organizational Consequences of Substance Misuse

- Absenteeism and tardiness
- Lost productivity
- “Presenteeism”
- Turnover and retraining costs
- Quality issues and upset customers
- “Near hits” and safety incidents
- Potential workers’ compensation claims
- Increased healthcare claim costs



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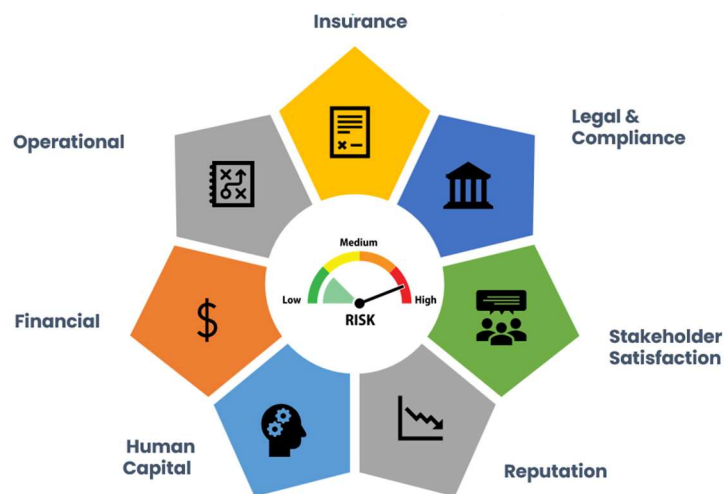
Human Consequences of Substance Misuse

- Shame and low self-esteem
- Deteriorating life quality
- Damaged family and relationships
- Legal problems
- Risk of job loss and health insurance
- Comorbid chronic health conditions
- Financial instability
- Risk of return to use (relapse) with potential for overdose



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Strategic Risks Activated by Behavioral Health



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Simple Micro-Economic Impact of SUD

- Lower turnover, reduced healthcare costs, and increased productivity
 - Employers spend an average of \$8,817 on each employee with an untreated SUD
 - Employers save >\$8,500 for each employee who recovers from a SUD
 - Workers in recovery miss 13.7 fewer days of lost work than workers with an untreated SUD AND 3.6 days less than the “average” employee

Source: <https://www.nsc.org/newsroom/new-analysis-employers-stand-to-save-an-average-of>



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Reality Check: Address the “Elephant in the Room”

- Can’t sweep it under the carpet or ignore it!
- Won’t get better by itself and likely will get worse and “messier”

At Home



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At Work



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Traditional Methods are Ineffective

- < 10 percent of persons with substance use disorder receive help
 - Stigma toward substance misuse creates a barrier that keeps people from seeking help
 - Teach every employee about substance misuse, substance use disorder, and treatment and recovery options
- Increasing access to care requires regular sharing of information and resources
- “Hitting rock-bottom” is a myth; early intervention is better
- There is not a single path to recovery; there are many “pathways to recovery”
- Recovery is a personal journey focused on attaining physical wellness and emotional wellbeing



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What is a Member Assistance Program?

A peer to peer based confidential assistance service, which enables union members and their families to talk to other union members who are trained in peer support to:

- **recognize** the problem
- **react** to the problem by creating a pathway for the member to seek help, and
- **recommending** resources which have been gathered through networking with other organizations by the Local

PEERS ASSISTING PEERS



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Learning Objective #3: Overcoming Stigma and Breaking Barriers to Care



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safeproject.us/noshame

- 1 Take the #NoShame Pledge**
- 2 Be an Advocate for Change!**
- 3 Tag SAFE Project on Social!**

I TOOK THE NO SHAME PLEDGE!

I have committed to doing my part to stop the stigma surrounding addiction and mental health challenges by empowering others while encouraging care, treatment, and recovery.

@safeprojectus
#NoShame

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Join the No Shame Movement

FullCircle Program
Forsyth County, GA

WE ARE NO SHAME

“I joined the No Shame Movement because substance use disorder is a disease, not a moral failure, and those struggling with it, like those with any other disease, should be supported and cared for, not stigmatized.”

Chris Perry
Executive Director,
Jamie Daniels Foundation

JOIN THE MOVEMENT

#NoShame
#MentalHealthAwareness

I TOOK THE NO SHAME PLEDGE!

I have committed to doing my part to stop the stigma surrounding addiction and mental health challenges by encouraging others while encouraging care, treatment, and recovery.

SAFEProject
Stop the Addiction Fatality Epidemic

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Language Matters to Destigmatize Substance Misuse and SUD

Preferred Language

- Addiction or Substance Use Disorder
- Person with alcohol use disorder
- Person with a substance use disorder
- Being in recovery or not drinking or taking drugs
- Testing positive (on a drug screen)
- Testing negative (on a drug screen)

Traditional Language

- Drug habit (makes it seem like choice; not illness)
- Drunk, wino, or alcoholic
- Addict, user, drug abuser, junkie
- Former addict or reformed addict
- Failing a drug test or having a “dirty” test
- Having a “clean” test

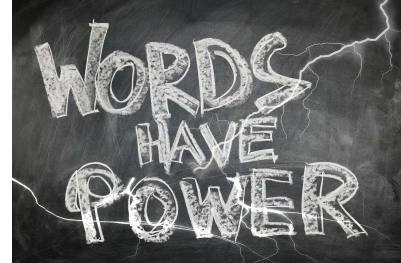
Source: <https://nida.nih.gov/research-topics/addiction-science/words-matter-preferred-language-talking-about-addiction>



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Why Language Matters

- Using **person-first language** puts a person before an illness or condition (avoids shaming labels)
 - Uses medically accurate terminology
 - Shows that a person with a SUD “has” a problem/illness, rather than “is” the problem
 - Minimizes negative stereotypes and demeaning “blame and shame” attitudes and action
- Humanizes the condition and reinforces empathy
- Reinforces *hope-help-healing-recovery*



Source: <https://nida.nih.gov/research-topics/addiction-science/words-matter-preferred-language-talking-about-addiction>



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No Shame Education Program

Take action as an advocate to combat and eliminate stigma!

REQUEST THE
PROGRAM
TODAY!



www.safeproject.us/wp-content/uploads/2023/09/no-shame-education-one-pager-2023-v2.pdf



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SAMHSA Working Definition of Recovery

A process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential.



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**Building Support for Workers
Through Recovery Friendly
Workplaces**

CFMA Building Profits

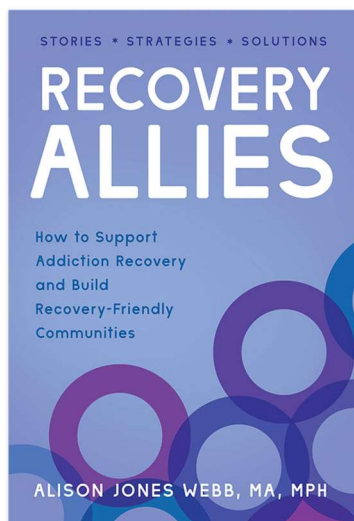
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(CFMA). All rights reserved.

<https://cfma.org/articles/building-support-for-workers-through-recovery-friendly-workplaces>



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Learn how to help and encourage people in recovery and their loved ones.

Support people in all stages of recovery to build a recovery-friendly community.

Real-world solutions and evidence-based strategies to support people in recovery.

Celebrates the lives of the 23 million Americans living in recovery from substance use disorder.

<https://www.alisonjoneswebb.com/>



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Subscription for your home or office:

<https://journey-magazine.com/from-us-to-you/>



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Learning Objective #4 Opioids and Naloxone



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SAFEProject
Stop the Addiction Fatality Epidemic

BE PREPARED

*Learn how to recognize an opioid overdose
and reverse the effects with naloxone at*

SAFEPROJECT.US/LIFE

QR code and naloxone kit icon



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Alliance for Naloxone Safety in the Workplace



- Sample policies/procedures
- Standard training program
- Frequently Asked Questions.

<https://www.answ.org/>



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Additional Resources

Recovery-Ready (or -Friendly) Workplaces



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Recovery-Ready Workplace Resource Hub

What is a Recovery-Ready Workplace?

Recovery-Ready Workplaces adopt policies and practices that:

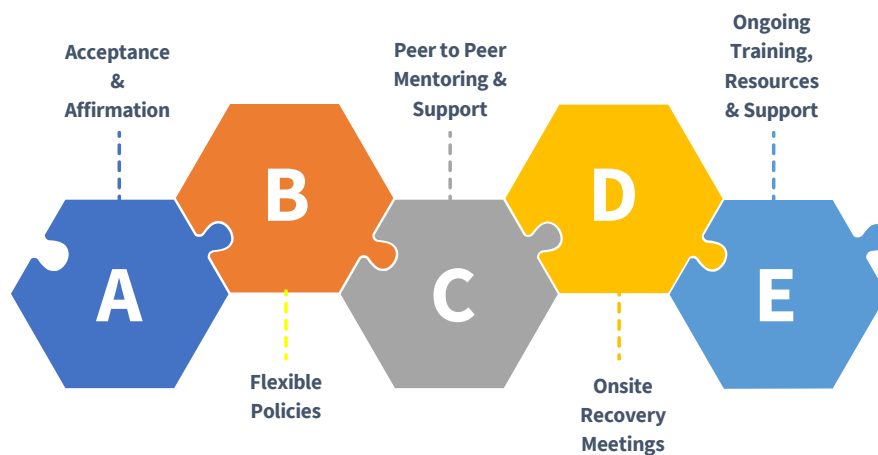
- expand employment opportunities for people in or seeking recovery;
- facilitate help-seeking among employees with substance use disorder (SUD);
- ensure access to needed services, including treatment, recovery support, and mutual aid;
- inform employees in recovery that they may have the right to reasonable accommodations and other protections that can help them keep their jobs;
- reduce the risk of substance misuse¹ and SUD, including through education and steps to prevent injury in the workplace;
- educate all levels of the organization on SUD and recovery, working to reduce stigma and misunderstanding, including by facilitating open discussion on the topic; and,
- ensure that prospective and current employees understand that the employer is recovery-ready and are familiar with relevant policies and resources.

<https://www.dol.gov/agencies/eta/RRW-hub>



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Hallmarks of Recovery-Friendly Workplaces



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Recovery Friendly Workplaces: Labor-Management Cooperation

