

13TH ANNUAL OHIO

*Employee
Health &
Wellness*
CONFERENCE

Workshop G

Wellness Programming –
**Employers' Role in Preventing
& Responding to the Harmful
Use of Opioids and other Substances**

11:15 a.m. to 12:30 p.m.

Biographical Information

Karen Pierce, M.A., M.S.W.
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Karen is the Managing Director of Policy Development & Training for Working Partners®, a training and consulting firm specializing in helping workplaces minimize the risks associated with substance misuse. She also served as Director of the Drug-Free Workforce Community Initiative, a public-private partnership with the Ohio Department of Mental Health and Addiction Services to address the economic threat of substance abuse by employees and job seekers in our state.

Karen has worked in the alcohol/drug profession since 1982 and has devoted the past 26 years of her career to drug-free workplace issues. She received an undergraduate degree from Bowling Green State University in Child and Family Development and Masters' degrees in Social Work & Public Policy/ Management from The Ohio State University.

She began her career as a chemical dependency counselor in an outpatient clinic in Coshocton, Ohio. Upon moving to Columbus, Karen served as the Director of Adult Services at CompDrug and administered the award-winning HOPE Hotline. She also served as a consultant to the Ohio Credentialing Board for Chemical Dependency Professionals, where she facilitated the development and marketing of alcohol/drug prevention credentials for the State of Ohio.

Karen currently serves on the Board of Directors of the Prevention Action Alliance and the Alcohol Drug Abuse Prevention Association of Ohio's (ADAPAO) Prevention Think Tank. She has received several distinctions for her work in the prevention field including the Alcohol/Drug Abuse Prevention Association of Ohio's "Excellence in Prevention" and "Prevention Advocate" awards.



The Employers' Role in Preventing & Responding to the Harmful Use Of Opioids (& Other Substances)

13th Annual Ohio Employee Health & Wellness Conference
August 21, 2018

INTRODUCTION



- Consulting & Training
- Community Projects
- Risks: Harmful Use of Substances
- Operations vs. Legal
- Legal Partner: Littler

DISCLAIMER

- Content is meant for informational purposes only and not for the purpose of providing legal advice.
- Should not be used as a substitute for consultation with a legal professional or other competent advisor.
- 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.

KEY OBJECTIVES ARE TO ...

1. Raise awareness of current drug trends impacting employers
2. Overview best-practice strategy for preventing & responding
3. Provide resources for continued learning!



THINGS CHANGE

PAST MONTH ILLICIT DRUG USE

	2006	2010	2012	2013	2014	2015	2016
12 or older	8.3	8.9	9.2	9.4	10.2	10.1	10.6
12-17	9.8	10.1	9.5	8.8	9.4	8.8	7.9
18-25	19.8	21.6	21.3	21.5	22.0	22.3	23.2
26 or older	6.1	6.6	7.0	7.3	8.3	8.2	8.9

70% OF PEOPLE INVOLVED IN THE
HARMFUL USE OF SUBSTANCES
ARE EMPLOYED.

The percentage of American workers testing positive for illicit drugs remains at its highest rate in more than a decade.

2012	30 year low
2013	4.3%
2014	9.3%
2015	2.6%
2016	4.0%
2017	-----

CHALLENGES

Available Workforce

Additional Financial
Losses

Temptation to Drop
Standards

Corrective Action

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WHAT ARE THEY TESTING + FOR?

	2002	2012	2015	2017
Marijuana	57.7%	43.4	45.19	47.35
Amphetamines	6.7 %	19.3	21.34	22.44
Opiates	5.3%	9.8	9.80	7.16
Benzodiazepines	5.0%	9.6	8.21	7.1
Cocaine	13.9%	4.8	4.85	5.45
Barbiturates	2.9%	3.5	2.83	2.96
Oxycodone		3.0	2.57	2.14
Methadone	1.2%	2.3	2.12	1.97
6-AM (HEROIN)		.09	.16	.12

MARIJUANA – RATES OF INCREASE

2016 - 2017

4%

2015 - 2016

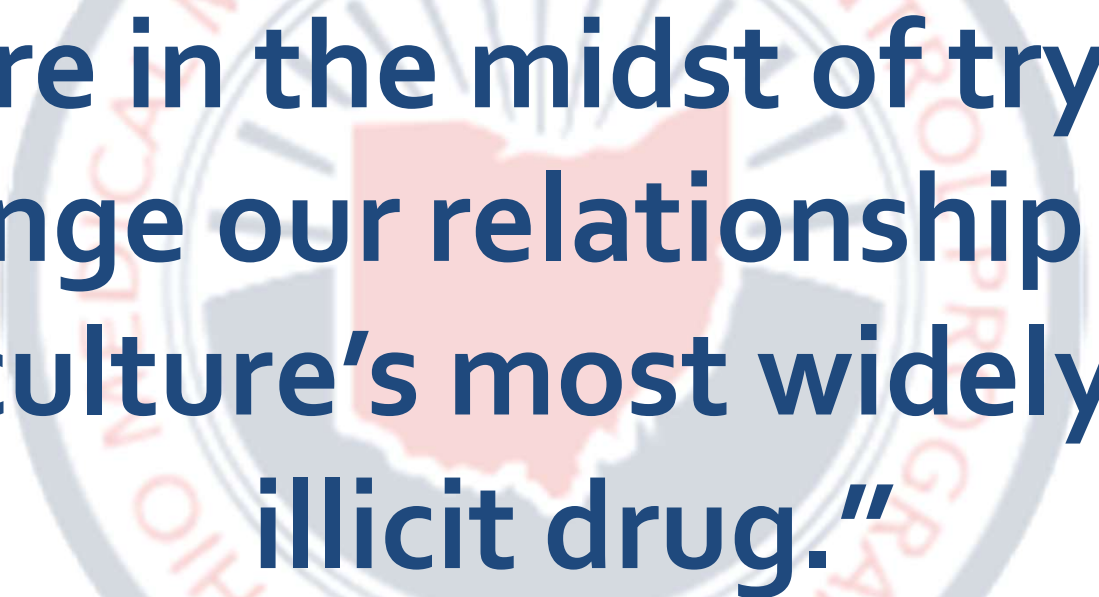
4%

2013 - 2014

14.3%

2012 - 2013

5%

The seal of the Ohio Medical Marijuana Control Program is a circular emblem. It features a central map of Ohio in a light red color, set against a grey background with radiating lines. The words "OHIO MEDICAL MARIJUANA CONTROL PROGRAM" are written in a light red, sans-serif font around the perimeter of the seal. At the bottom of the seal, there are three stars: a grey star on the left, a red star in the center, and a grey star on the right.

“We’re in the midst of trying to change our relationship with our culture’s most widely used illicit drug.”

- Allison Sharer

BOTTOM LINE:

Employers are not required, but are not prohibited from allowing the lawful use of marijuana as medicine

(unless prohibited by an authority).

SO YOU NEED TO DECIDE*

YES ... NO MAYBE?

*DEADLINE: Fall (?), 2018



STOP

An elephant is standing in a modern living room. It has a stethoscope around its neck. The room contains a television, a bookshelf, a sofa, and a coffee table. The elephant is the central focus of the image.

ILLEGAL:
Federal
CSA

LEGAL:
Ohio HB
523

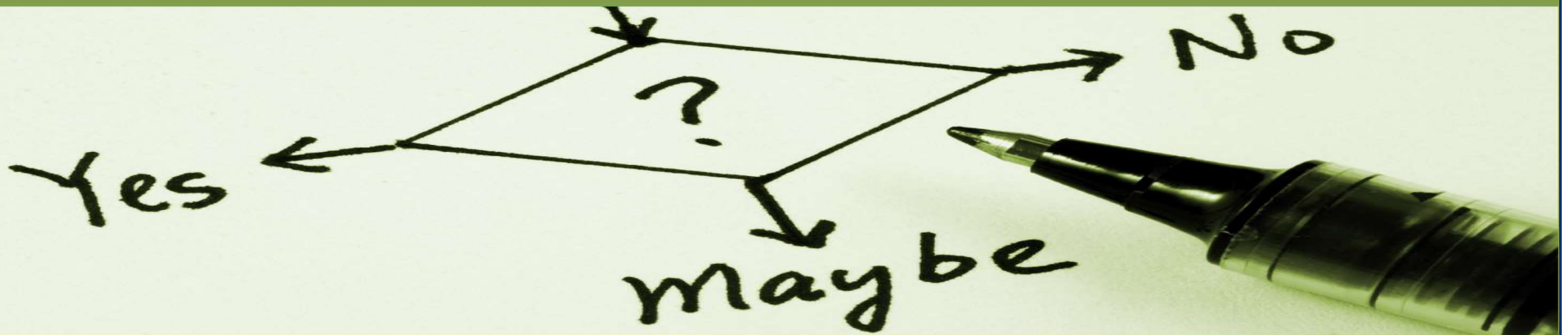
Currently there is no
objective standardized
measurement for
marijuana impairment.

THERE'S NO SUCH THING AS A RX FOR
MARIJUANA.

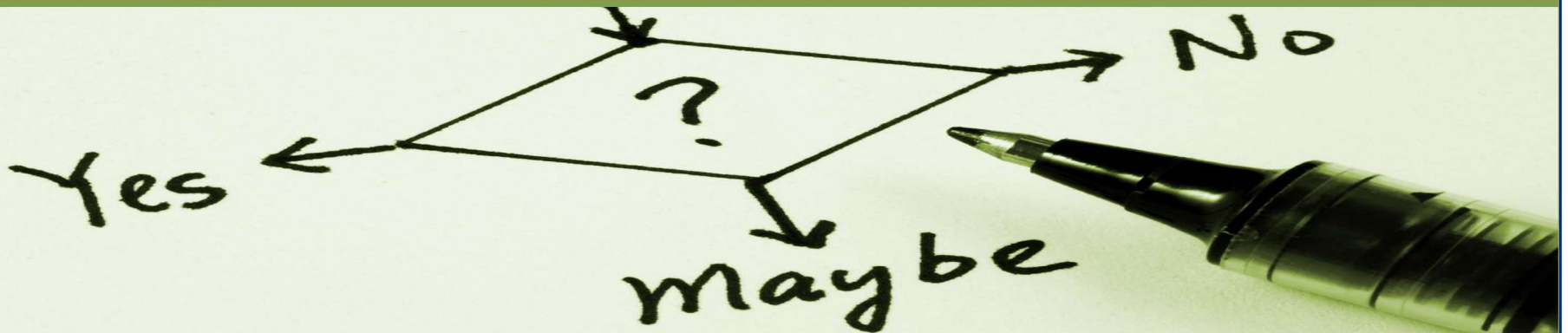
BASIS OF DECISION MAKING

- Get the right players at the table
- Proactive vs. Reactive
- Rational vs. Emotional

Medical Marijuana & Your Drug-Free Workplace Program



Medical Marijuana & Your Drug-Free Workplace Program



Thursday, August 23, 2018 – 9 – 10:30am

Wednesday, September 12, 2018 – 9 – 10:30am

<http://bit.ly/MedMarijuanaWebinar>

APPROVED for continuing education credits from the HR Certification Institute

OTHER TRENDS

- COCAINE - Increased 5th consecutive year
 - 2015 – 2016 12%
 - 2016 – 2017 7%
- METH
 - 2016 – 2017 9 – 25%
- REGIONAL TRENDS!

2013 - 2017 - 167 % increase



© FreePressPrintMaps.com

WHAT ABOUT OPIATES/OPIOIDS?

(what's the difference?)



GOOD NEWS:

(especially with Rx pain meds)

Progress HAS been made! 

PRESCRIPTION OPIATES/OPIOIDS

- OVERALL: Opiates - decreased 17%
- Oxycodone – decreased
 - 28% - 2012 – 2016
 - 12% - 2016 - 2017
- Hydrocodone – decreased
 - 3rd year
 - 22% - 2016 - 2017



2017 ANNUAL REPORT EXECUTIVE SUMMARY



- 4900% increase in OARRS queries!
- 28.4% decrease in opioid doses dispensed
- 88% decrease in doctor shopping

BWC battles the opioid crisis

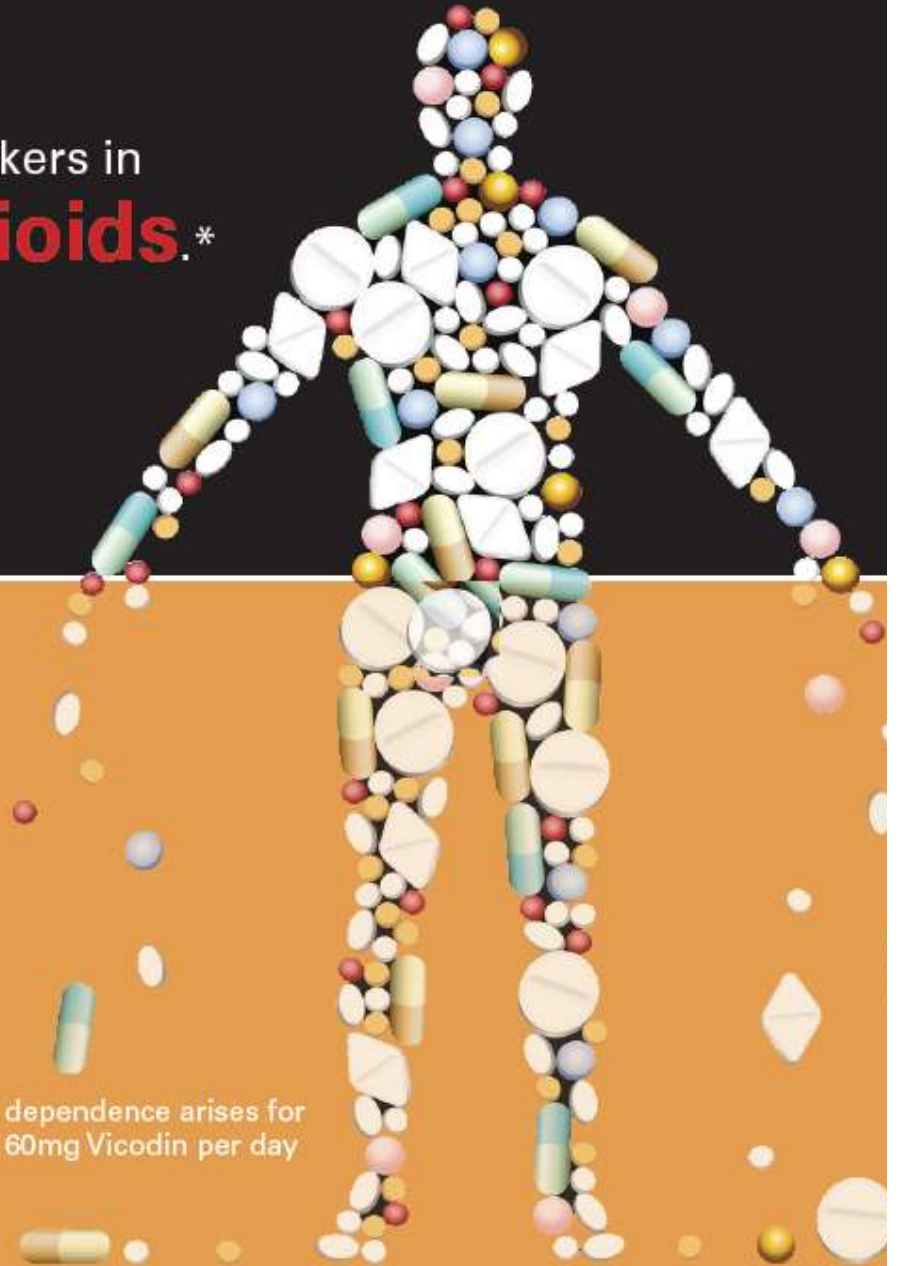
In 2011, BWC determined **8,029** injured workers in its system were **dependent on opioids**.*

By the end of **2016**, we cut that number nearly

50% to

4,101

*Addiction experts say physical dependence arises for anyone taking the equivalent of 60mg Vicodin per day for 60 days or more.



“The depth of our large-scale analysis supports the possibility that efforts by policymakers, **employers**, and the medical community to decrease the availability of opioid prescriptions and curtail the opioid crisis is working to reduce their use ...”

–Kim Samana, Quest Diagnostics

BAD NEWS:

(especially related to illicit drugs)

OVERDOSE DEATHS
ARE OUT OF CONTROL!

HEROIN

- Whack-a-mole
- Same plant
- Cheaper
- Accessible
- Potent yet unpredictable
- Addiction to opioids is nasty
- Does not discriminate

6-AM

- Increased 146% - 2011 - 2015
- 2015 - 2016: Held steady after 4 year increase
- Decreased 11% - 2016 – 2017

AND THERE'S MORE ...

- Fentanyl
- Carfentanyl
- “Gray Death”

OVERDOSE DEATHS

- Nationally: Up 14.4%
 - Leading cause of accidental death
- Ohio
 - 2016 – 2017 - up 39% (3rd largest increase among states)
 - 14 people a day
 - 80% history of Rx use – including opioids

IMPACT TO THE *AVAILABLE* WORKFORCE

OPIOID OD DEATHS: EMPLOYMENT AGE

	25 – 34	35-44	44-54	55+
2016	1073	915	750	555

“One way of looking at the estimates for opioid abuse and dependency is that it could account for 1/3 to more than 1/2 of the decline in workplace participation since 2007.”

\$\$ IMPLICATIONS

- Rx opioid spending for employers – down
- Spending for treatment – increased sharply

Overall: the cost of the nation's opioid crisis
has exceeded \$1 trillion

SO WHAT'S AN EMPLOYER TO DO?

(despite the current trends)

and current



COMPREHENSIVE DFWP PROGRAM

1. Policy & Operations
2. Employee Education
3. Supervisor Training
4. Testing
5. Assistance



1 n 3 employers don't administer any
of the 5 components

The logo for the state of Ohio, featuring the word "Ohio" in a white, sans-serif font on an orange background.The logo for the Bureau of Workers' Compensation, featuring the text "Bureau of Workers' Compensation" in a white, sans-serif font on an orange background.

Drug-Free Safety Program (DFSP)
Annual Application Deadline
PRIVATE Employers

May 31, 2018



POLICY & OPERATIONS

POLICY BASICS

- Written/customized by legal counsel or DFWP consultant
- Written operations & forms
- Consistent with other policies/practices
- Union blessing
- Aligned with all laws and authorities
- STATE-specific
- Often neglected rules!
 - Use of Rx medications
 - Marijuana
 - Off-the-job use



EMPLOYEE EDUCATION

EMPLOYEE EDUCATION

- Notice to applicants and employees
- Sign-off
- Annual refreshers
- Make it relevant!
- Education can MOTIVATE
- Education can PREVENT

THE WORKPLACE IS A POWERFUL PLACE TO PREVENT & RESPOND TO THE OPIATE EPIDEMIC!

CONSIDER: 4 of 5 new heroin users started out misusing prescription painkillers!

(Let's EDUCATE employees when they have an accident & are prescribed meds.)

CONSIDER: Kids of parents who talk to them about drugs are up to 50% less likely to use.

(Let's meet parents where they are [at work] and give them tools to talk!)



SUPERVISOR TRAINING

SUPERVISOR TRAINING

- Annual
- Supervisors have the power!
- BARRIERS EXIST
- Need skills
- Need perspective & motivation
 - When to insert
 - What data to collect (and how)
 - How to move it along!



TESTING

IMPORTANT QUESTIONS

1. When will you test?
2. How do you test?
3. What should you test for?

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

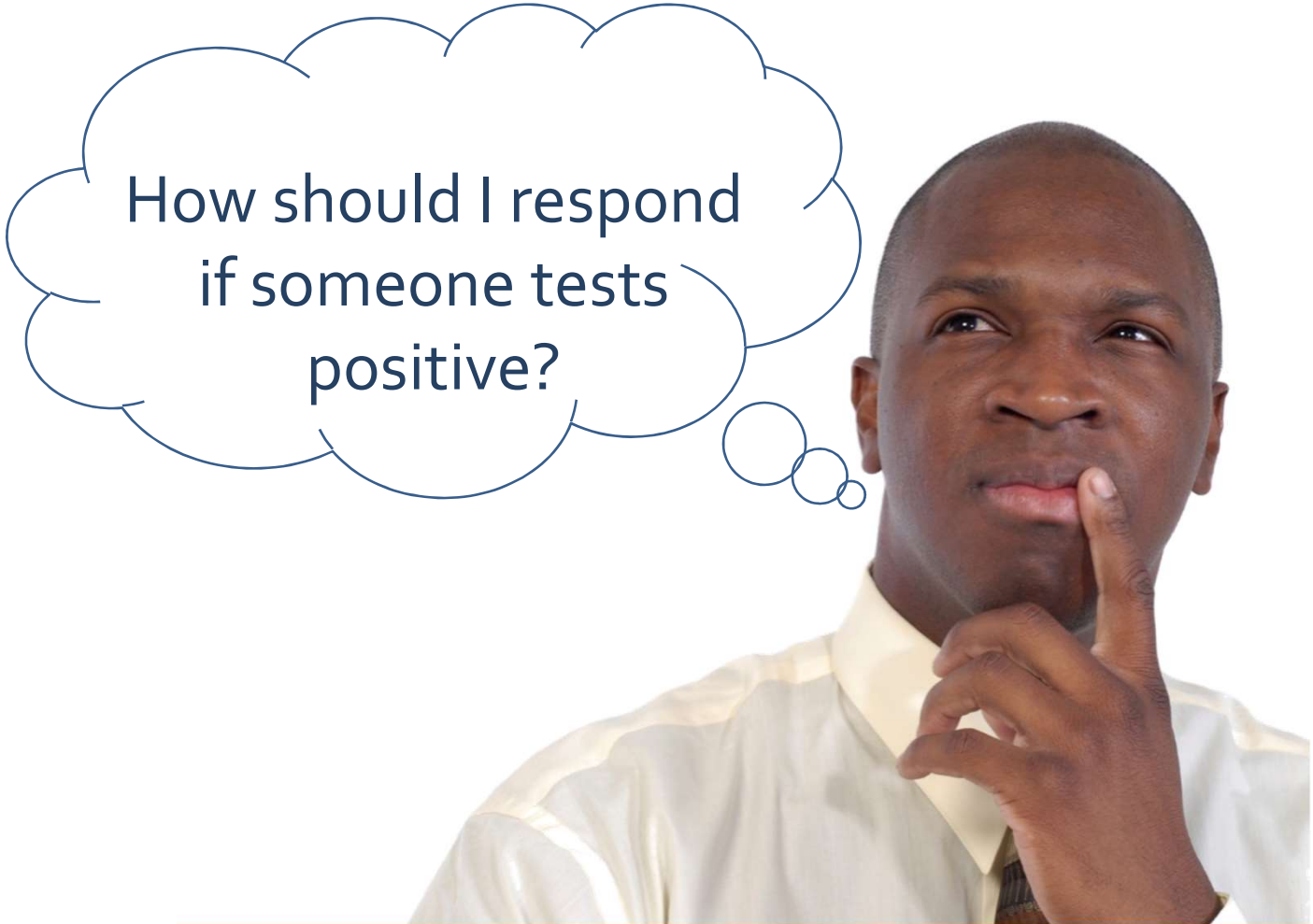
HOMEWORK: CHECK IT OUT ...

1. AMPHETAMINES
2. COCAINE
3. CANNABINOIDS
4. PCP
5. OPIATES

6. HYDROCODONE
7. HYDROMORPHONE
8. OXYCODONE
9. OXYMORPHONE

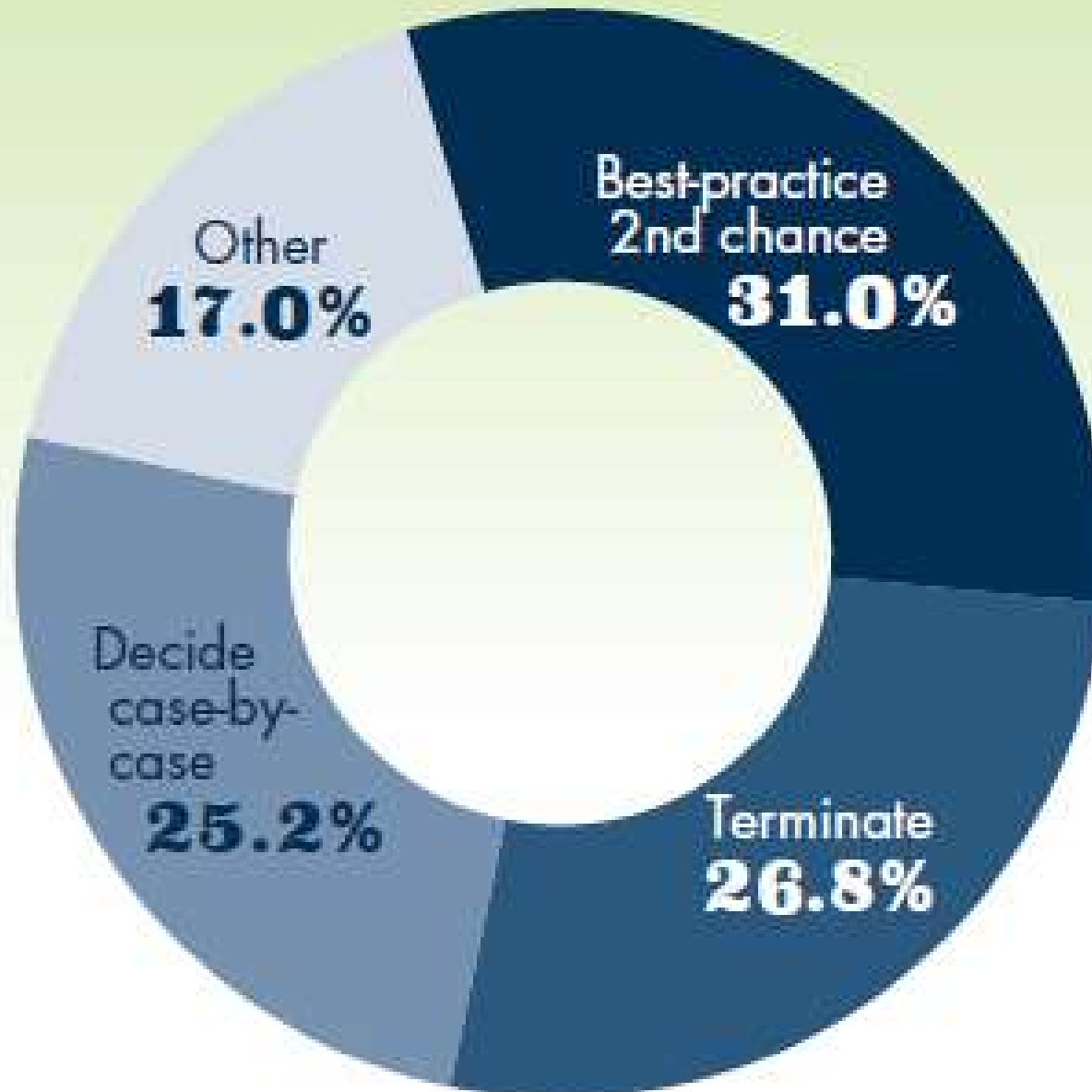
10. BARBITURATES
11. METHADONE
12. BENZODIAZEPINES
13. PROPOXYPHENE*

NEARLY ½ OF BUSINESSES
DON'T KNOW
WHAT THEY'RE TESTING FOR

A man with a thoughtful expression, resting his chin on his hand, is shown from the chest up. He is wearing a white dress shirt. Above his head is a blue-outlined thought bubble containing text. The background is plain white.

How should I respond
if someone tests
positive?

ASSISTANCE



How are
Ohio
employers
responding?

WHAT GOES INTO POLICY DECISION?

- Authorities (e.g., BWC, DOT)
- Safety Concerns
- Productivity Concerns
- Workforce Issues
- Knowledge and Attitudes about AOD & Tx

“DRUNK”

“JUNKIE”

“LAZY”

STIGMA

“ENTITLED”

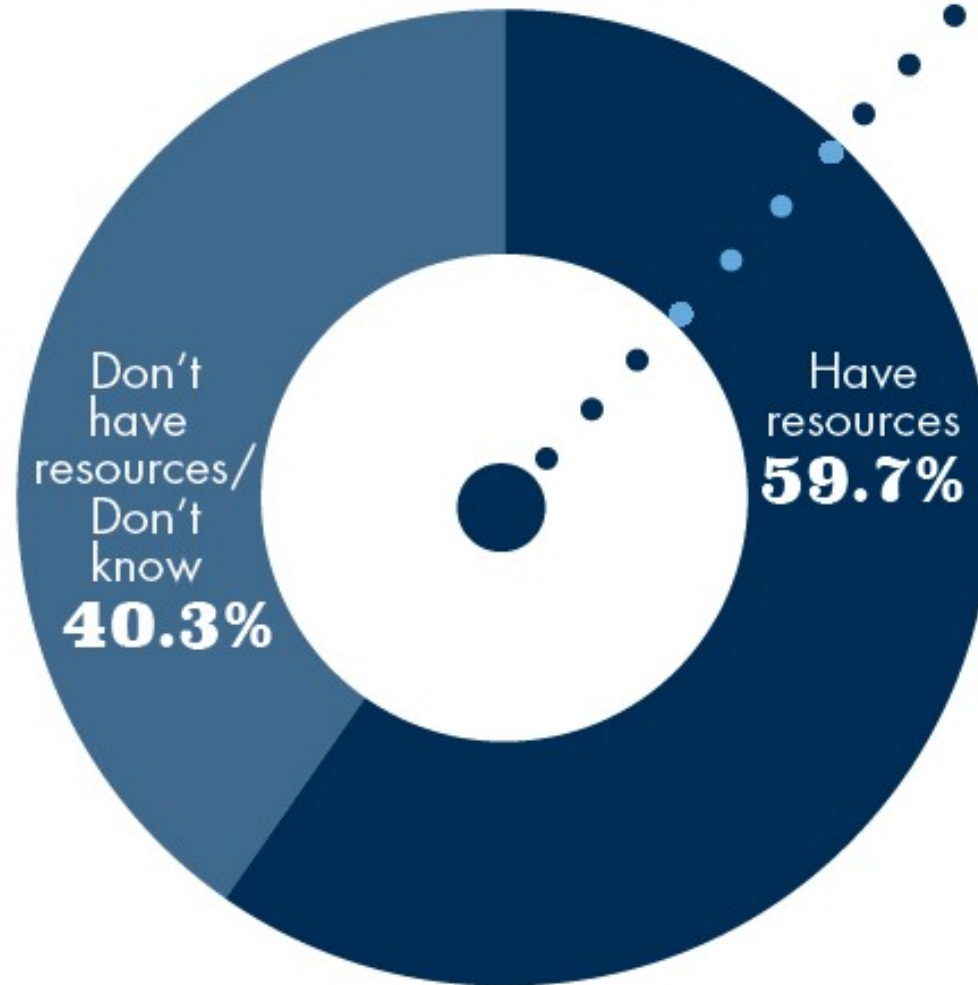
“DRUGGIE”

“STONER”

LEARN MORE!

Drugs, Brains, and Behavior:
The Science of Addiction
www.drugabuse.gov

40% OF BUSINESSES DO NOT HAVE (OR DON'T KNOW IF THEY HAVE) A PROFESSIONAL RESOURCE IDENTIFIED WHEN AN EMPLOYEE NEEDS HELP WITH A DRUG AND/OR ALCOHOL PROBLEM.



Children of parents who talk to their teens about drugs are up to 50% less likely to use.



Start Talking!

Building a Drug-Free Future

Publication Sign Up

Email:

Name:

Enter Your First & Last Name Separated By Underscore (ex. John_Smith): *(optional)*

Where to Get Help

Call toll-free for information and referral:
1-877-275-6364

[Addiction Services Providers by County*](#)

[Mental Health Providers by County](#)

Dr. Mark Hurst

Director of Mental Health and Addict



Read the latest issue of our e-Update publication.

RESOURCES

OPIOID TOOLKIT

Ohio's employers are asking what they should do about the opioid problem in their own workplaces. The Ohio Chamber of Commerce convened a task force to explore the options. One recommendation coming out of the task force was for employers to be armed with a toolkit of resources to be better prepared to prevent and respond to the problem. With the help and expertise of a member company, *Working Partners(R)*, and financial support from member company, Anthem, we have developed the *Opioid Toolkit* containing several resources free of charge to any company that is doing business in Ohio.

Contents of the Toolkit include:

For Employers:

- Online Course: Dose of Realty for EMPLOYERS

For Employees:

- Online Course: Dose of Realty for EMPLOYEES

Additional Resources:

- Awareness Campaign Materials
- 4-Minute Video about the Opioid Epidemic
- Informational Materials and Resources

Again, thank you to our member companies who helped make this project happen:



QUICK LINKS

- [ABOUT US](#)
- [STAFF](#)
- [JOIN THE CHAMBER](#)
- [CURRENT MEMBERS](#)
- [BLOG](#)

www.OhioChamber.com/Opioid-Toolkit

Dose of Reality for EMPLOYERS

Menu Resources

MODULE

1

Dose of Reality for Employers

A Tool to Help Mitigate the Risks Associated with Ohio's Opioid Epidemic

The Impact of Opioids on the Workplace: It's NOT business as usual



← PREV

NEXT →

Dose of Reality for EMPLOYEES



A DOSE OF REALITY

Being a Safe & Critical Consumer of
Prescription (Rx) Medications

*Be sure your speakers are turned on.
Sound will begin when you click "start."*

start



PARTNERING with
business & communities
to create behavioral change in adults



**DRUG-FREE
WORKPLACE**

Drug-free products and services for employers



**WORKFORCE
INITIATIVES**

Drug-free products and services for systems
and communities



**CUSTOM
PROJECTS**

Projects to meet unique needs of clients,
communities and systems

www.WorkingPartners.com

MONTHLY E-BLAST



Working Partners® E-Blast

Keeping you connected to your drug-free workplace program

September 2015

[Lights, Camera, Video.](#)

[Go Ahead ... Ask!](#)

[Guess What We Heard?](#)

[DFSP Deadlines](#)

[Upcoming Classes](#)

[From Our Newsletter](#)

[Let's Get Social](#)

Find us online:



Useful Links:

[About Us](#)

[Calendar](#)

[DFSP Help Zone](#)

[Meet Our Trainers](#)

[Publications](#)

Lights. Camera. Video.



Marijuana & Your Business: Workforce Readiness

2:21 minutes

[Check out other videos](#)

CONTACT INFORMATION



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THE OPIOID EPIDEMIC IS IMPACTING OHIO BUSINESSES

HEROIN AND PRESCRIPTION PAIN MEDICATION

are perceived as the greatest drug threats to Ohio's workforce.¹



HOW IS OPIOID USE IMPACTING OHIO BUSINESSES?

HALF of Ohio businesses report **suffering consequences** due to substance misuse—primarily related to absenteeism, decreased productivity and shortage of workers.¹



Workers with pain medication use disorders

experience job **turnover rates 2x HIGHER** than their peers.³



incur almost **3x HIGHER healthcare costs** than their peers.³

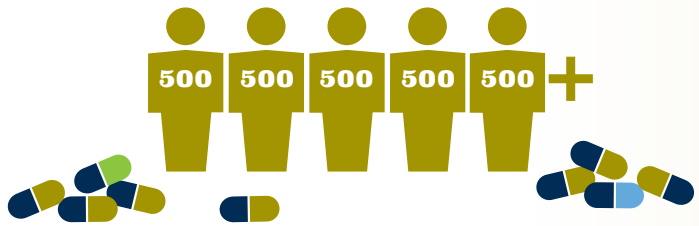


Unintentional drug overdoses (fatal and non-fatal) cost an average of **\$5.4 MILLION each day** in medical and work loss costs in Ohio.⁴

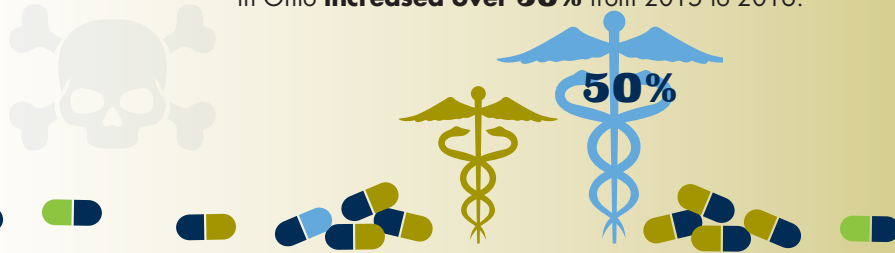


THE AVAILABLE WORKFORCE IS SUFFERING

Over **2,500** people of **employment age (25-64)** in Ohio died of an opioid overdose in 2017.⁴



On-the-job deaths from the nonmedical use of drugs or alcohol in Ohio **increased over 50%** from 2015 to 2016.⁵



OHIO BUSINESSES CAN HELP THEMSELVES BY DOING MORE WITH THEIR DRUG-FREE WORKPLACE PROGRAMS

1.

WRITTEN POLICY & OPERATIONS

ONLY ABOUT HALF of businesses have a significant **written substance use policy** (i.e., more than one page).¹



2.

EMPLOYEE EDUCATION

ONLY 26.4% of businesses conduct annual drug-free workplace **employee education**.¹



3.

SUPERVISOR TRAINING

ONLY 23.7% of businesses conduct annual drug-free workplace **supervisor training**.¹



4.

DRUG & ALCOHOL TESTING

61% OF BUSINESSES currently drug test and of those who do, **nearly half do not know what narcotics are being tested**.¹



5.

ASSISTANCE FOR EMPLOYEES

ONLY 1 in 3 employers offer a **best-practice second chance** after a positive test. (The employee returns to duty after being cleared by a counselor and testing negative).¹



Sources:

1. Drug-Free Workforce Community Initiative (DFWCI) Business Survey
2. Ohio Bureau of Workers' Compensation as reported by *The Plain Dealer*
3. A Substance Use Cost Calculator for Employers – Methodology
4. Ohio Department of Health
5. U.S. Bureau of Labor Statistics



OPIOID TOOLKIT

For Employers

ONLINE COURSE: A Dose of Reality for Employers - A toolkit to help mitigate the risks associated with Ohio's Opioid crisis.

This 5-module course (13-16 min. per module) gives an overview of the legal and operational issues an employer must consider in dealing with an employee's use of opioids and other substances. The modules include best practices around how, when and why to drug test; how to handle a situation if the employee confesses or is discovered to be using harmful substances; and much more. Although each module contains valuable information, it is not necessary that they be watched in order or in their entirety.

For Employees

ONLINE COURSE: A Dose of Reality for Employees - Being a Safe and Critical Consumer of Prescription (RX) Drugs. This course is funded by the Cardinal Health Foundation.

This hour-long employee education course teaches the employee a five point strategy and provides downloadable tools to enable the employee to understand the dangers of misusing prescription drugs and how to be a safe and responsible consumer of drugs.

Additional Resources

Here you'll find videos, informational materials and resources.



Dose of Reality

Ohio's employers are asking what they should do about the opioid problem in their own workplaces. The Ohio Chamber of Commerce convened a task force to explore the options. One recommendation coming out of the task force was for employers to be armed with a toolkit of resources to be better prepared to prevent and respond to the problem. With the help and expertise of a member company, Working Partners®, and financial support from member company, Anthem, we have developed the Opioid Toolkit containing several resources free of charge to any company that is doing business in Ohio.

Ohio Chamber of Commerce

As the state's leading business advocate and resource, the Ohio Chamber of Commerce aggressively champions free enterprise, economic competitiveness and growth for the benefit of all Ohioans.

Again, thank you to our member companies who helped make this project happen:



EMPLOYERS COULD DO MORE TO GROW AND MAINTAIN OHIO'S EMPLOYABLE, DRUG-FREE WORKFORCE.

Components of a Drug-Free Workplace Program:

1. WRITTEN POLICY & OPERATIONS

ONLY ABOUT HALF of surveyed businesses have a significant written substance use policy (i.e., more than one page).



2. EMPLOYEE EDUCATION

ONLY 26.4% of businesses surveyed conduct annual drug-free workplace employee education.

1 in 8 businesses *don't know* if their organization conducts annual drug-free workplace education and/or training.



3. SUPERVISOR TRAINING

Even fewer businesses (**23.7%**) conduct annual drug-free workplace supervisor training.

4. DRUG & ALCOHOL TESTING

61% OF BUSINESSES currently drug test.

Of those who *don't* test, the primary reason given is that they don't think it's necessary.



5. ASSISTANCE FOR EMPLOYEES

40% OF BUSINESSES don't have (or don't know if they have) a professional resource identified when employees need help with a drug and/or alcohol problem.

1 in 3 BUSINESSES are not familiar with state and locally funded services in their county.

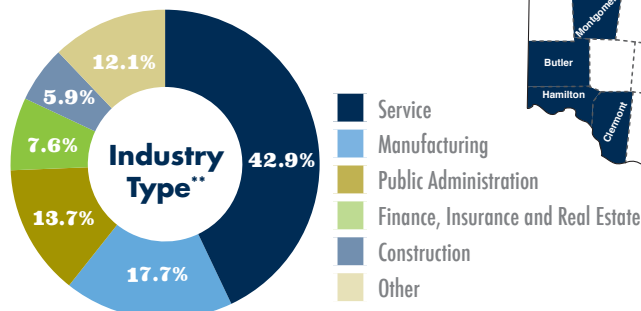
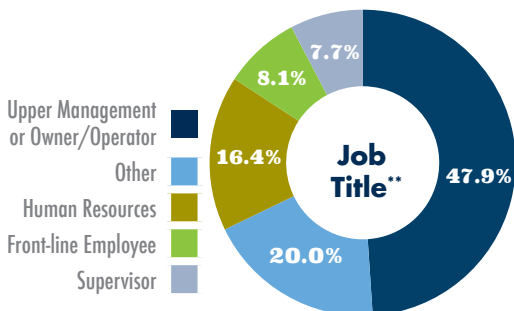
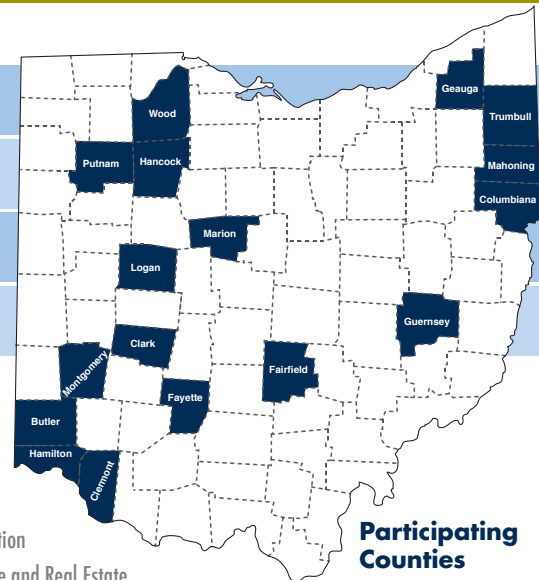
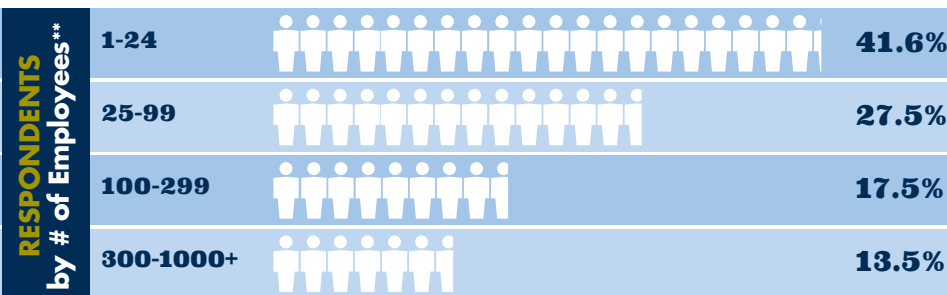


DID YOU KNOW?

1 IN 3 businesses **don't administer any of the 5 components of a drug-free workplace program** or don't know if they do. Most of these are small businesses.

ABOUT THE DRUG-FREE WORKFORCE COMMUNITY INITIATIVE BUSINESS SURVEY*:

SAMPLE SIZE: **3,229** FROM **17** COUNTIES



*Funded by OhioMHAS
**Figures may not total 100% due to rounding