



Creating an Opioid Overdose Response Program for Your Workplace

6/18/2024

Agenda

- Background on the overdose crisis and the workplace impact
- Steps to create an opioid overdose response program and NSC resources
- Case study with Moxion Power
- Q&A session with Jonathan Hung

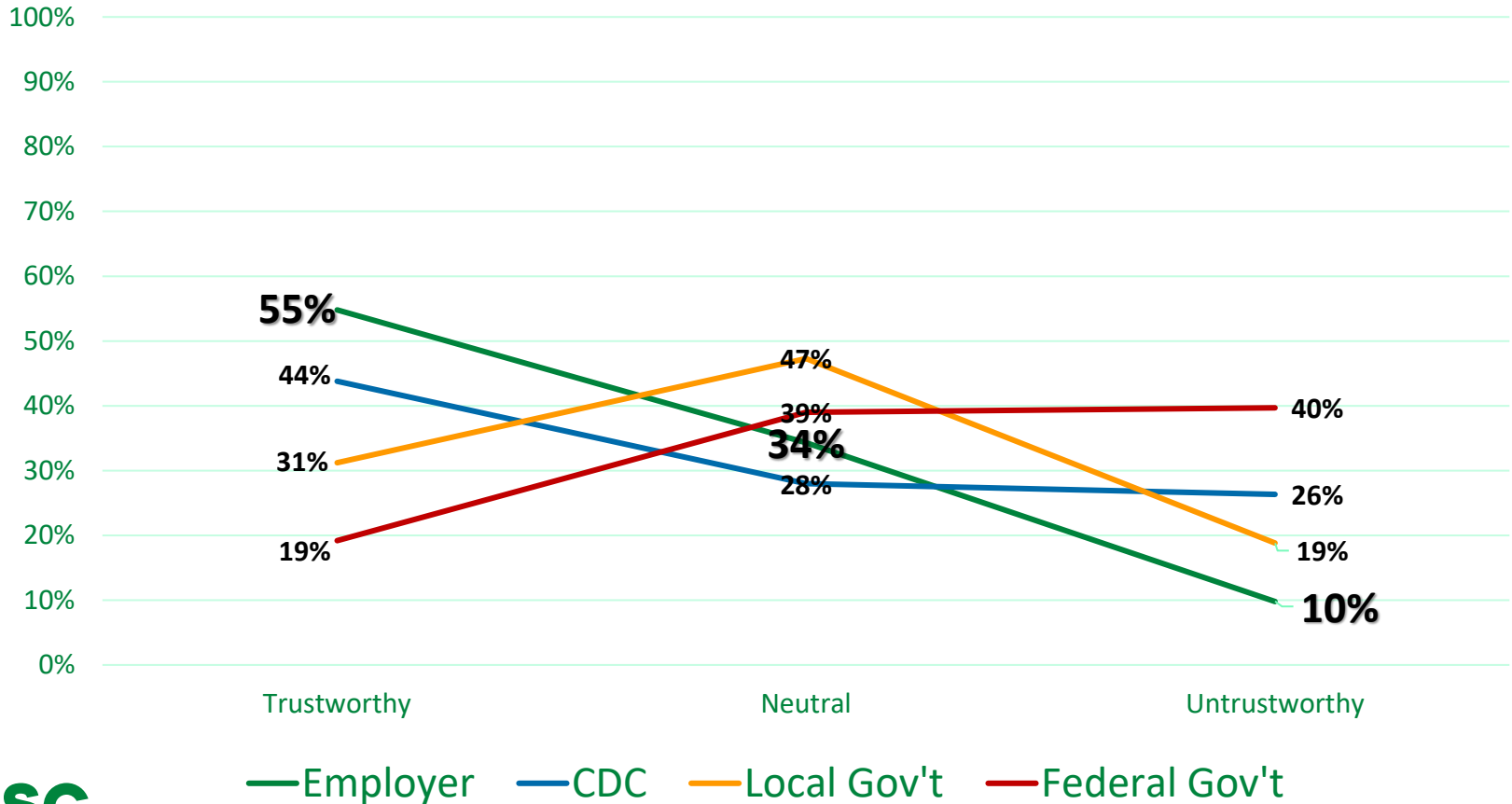
National Safety Council

America's Leading Nonprofit Safety Advocate

- Founded in 1913 After the Deadly Triangle Shirtwaist Factory Fire
- 13,000+ Member Companies Covering Over 41,000+ Worksites
- Eliminating Leading Causes of Preventable Death and Injury So People Can Live Their Fullest Lives
- Focus Efforts on Workplace and Roadway

**Save lives, from the
workplace to anyplace.™**

Trust in institutions



Employer Impact on Smoking



29% reduction in smoking

Eliminates second-hand smoke

Changes social norms

Benefits:

- **Increase quitting among smokers**
- **Improve worker health**
- **Lowers health care costs**

Following the Data


NATIONAL SAFETY COUNCIL
INJURY FACTS[®]
The Go-To Source for 100 Years of Safety Facts

ALL INJURIES



View Details

WORK



View Details

MOTOR VEHICLE



View Details

HOME AND COMMUNITY



View Details

STATE DATA



View Details

INTERNATIONAL



View Details

Overdoses Are a Workplace Issue

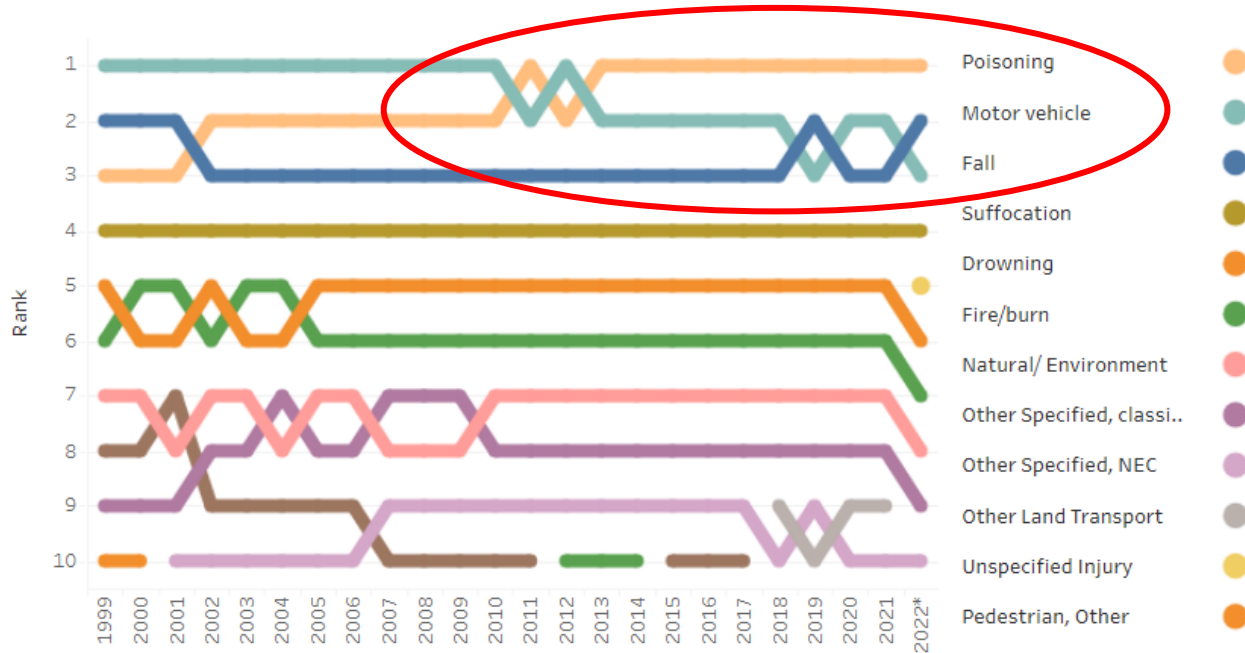
Workplace Unintentional Overdose Deaths 2011-2022

| 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|------|------|------|------|------|------|------|------|
| 73 | 65 | 82 | 114 | 165 | 217 | 272 | 305 | 313 | 388 | 464 | 525 |

Over 600% Increase Since 2011

Overdoses Account for nearly 10% of All Workplace Deaths

Preventable Death Rankings



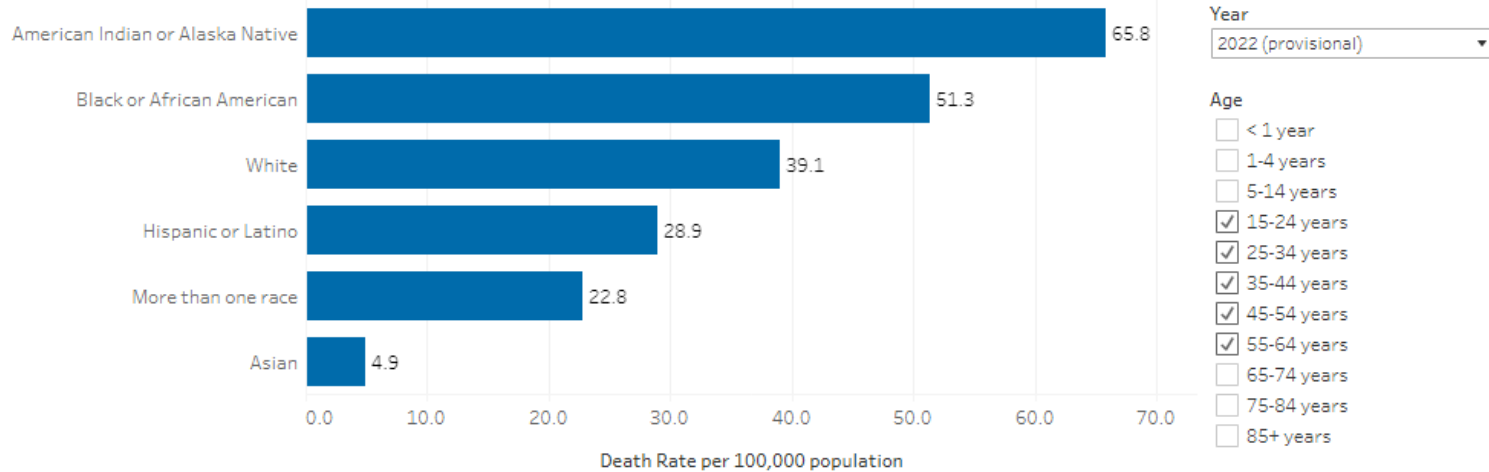
All Preventable Deaths - Not Only Workplace Deaths - <https://injuryfacts.nsc.org/all-injuries/deaths-by-demographics/top-10-preventable-injuries/data-details/>

*Preliminary (downloaded: 2-29-2024)

Everyone is Impacted

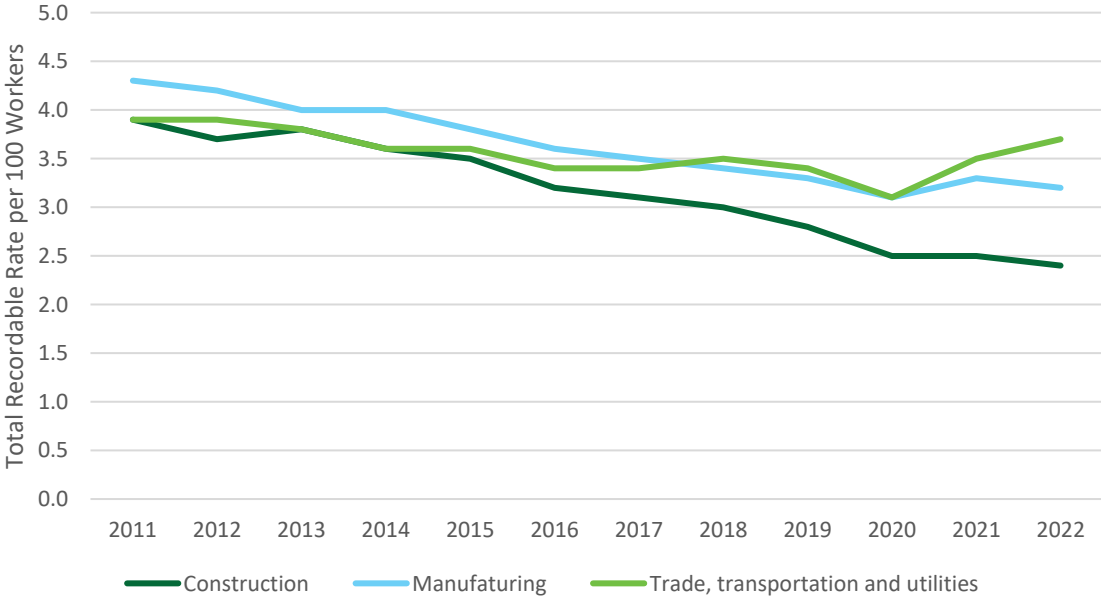


Total Opioid Involved Overdose Death Rate by Race and Ethnicity and Age



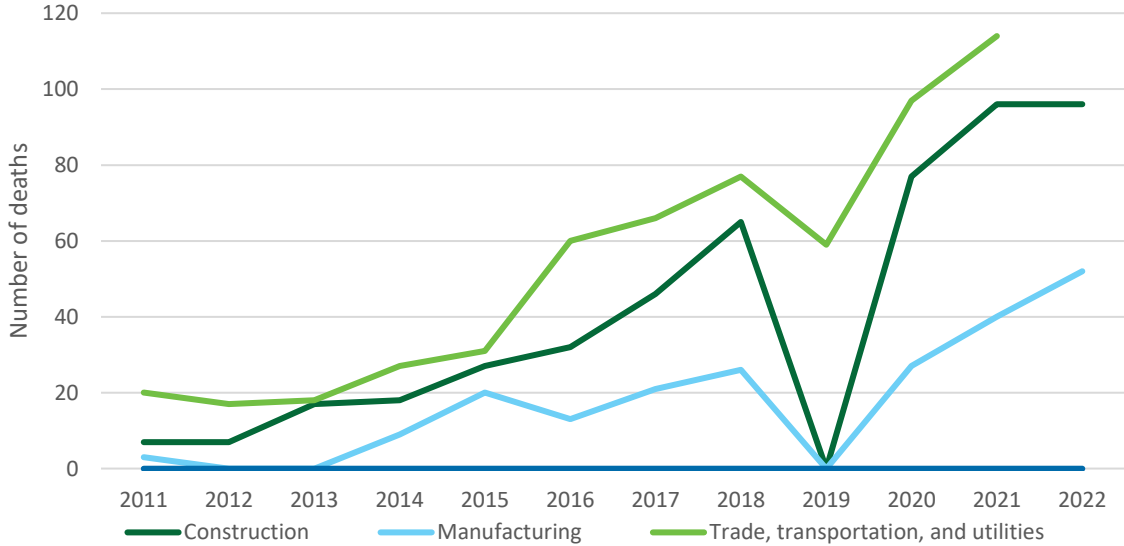
Total Recordable Incident Rates by Select Industries

Total recordable incident rates by select industries

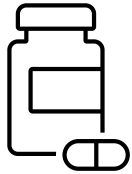


Industries Most Affected by Workplace Overdose

Nonmedical use of drugs or alcohol--unintentional overdose deaths



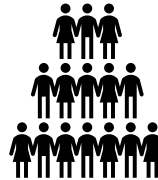
Workplace Substance Use & Misuse



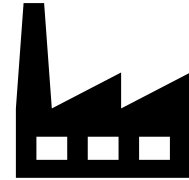
9 million people
misused opioids in
2022



66% of people
with a SUD are in
the workforce



One in 12 workers
has an untreated
SUD



89% of employers
are concerned
about the impact
of opioids on their
organization

The Workplace is a Microcosm of Society

An iceberg floating in blue water. The tip of the iceberg is above the water line, and the much larger base is submerged below. The background is a light blue sky and darker blue water.

Overdose deaths are the tip of the iceberg

- Overwhelmed criminal justice system
 - Health care spending
 - Lost productivity
 - Employee Turnover
- Reduced quality of life
 - Family impact
 - Community impact

Cost Benefit of Addressing Substance Use

- Fatal opioid overdoses and opioid use disorder cost the United States **\$1.02 trillion** in 2017
- Employers can save an **Average of \$8,500** for supporting each employee in recovery from substance use disorder

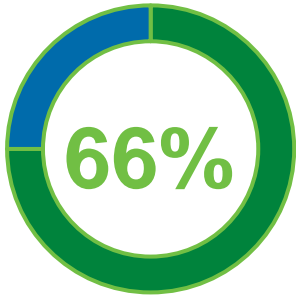


NSC Employer Cost Calculator SUBSTANCE USE

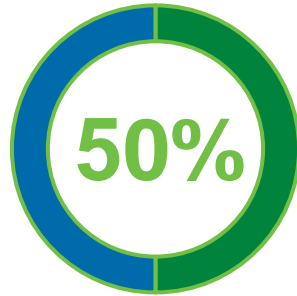


Annual costs based on location in IL, 100 employees, & construction industry

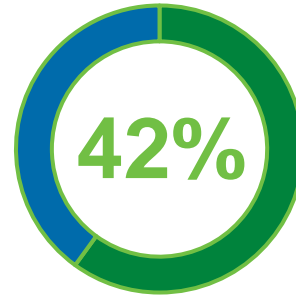
NSC Employer & Employee Survey



Two-thirds of employees have been impacted by substance use disorder



Half of employers indicate their organization is already stocking naloxone at least on some work sites



Only 42% of employers are aware of 'Recovery Ready' / 'Recovery Friendly' workplaces

Methods

- **Goal:** Explore awareness, attitudes and behaviors relating to naloxone in the workplace in high-risk industries
- **Survey 1:** 502 safety, HR and management professionals
- **Survey 2:** 815 employees
- **Data collection:** January 2024

Substance Use Stigma

Negative, prejudicial, unfair, biased beliefs a person, society or group has about substance use and people who use substances

According to Shatterproof survey research:



Almost 3 in 4 respondents find someone currently using substances to be untrustworthy



One in three are unwilling to move next door to a person currently using substances or have them as a personal friend

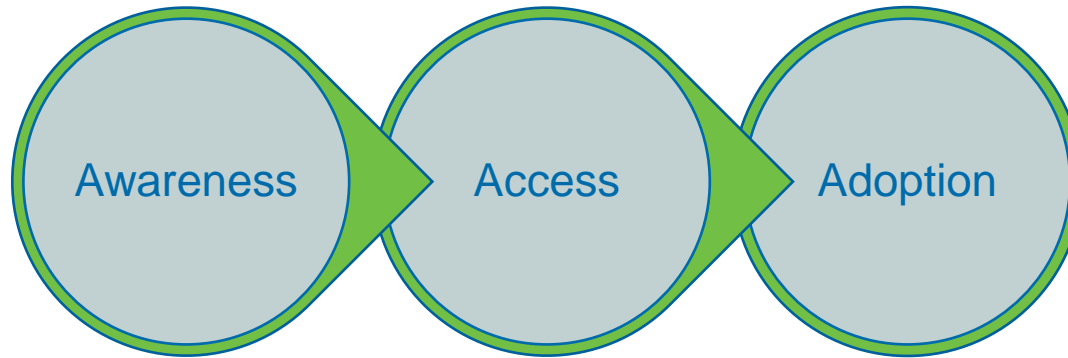
More than 50%

Over half of respondents indicated that a person's SUD is caused by their own bad character or lack of moral strength



3 in 4 respondents do not believe that a person with a SUD is experiencing a chronic medical illness

NSC Respond Ready Workplace Program



NSC aims to reduce overdose deaths in worksites by supporting the access of naloxone, related training and support resources in workplaces

Naloxone Basics

- Opioids disrupt our brain's ability to regulate breathing
- Naloxone temporarily stops opioids from doing this & people experiencing an opioid overdose return to normal breathing again
- Now available over-the-counter



Overdose preparedness is emergency
preparedness

How can you create an opioid overdose response program in your workplace?



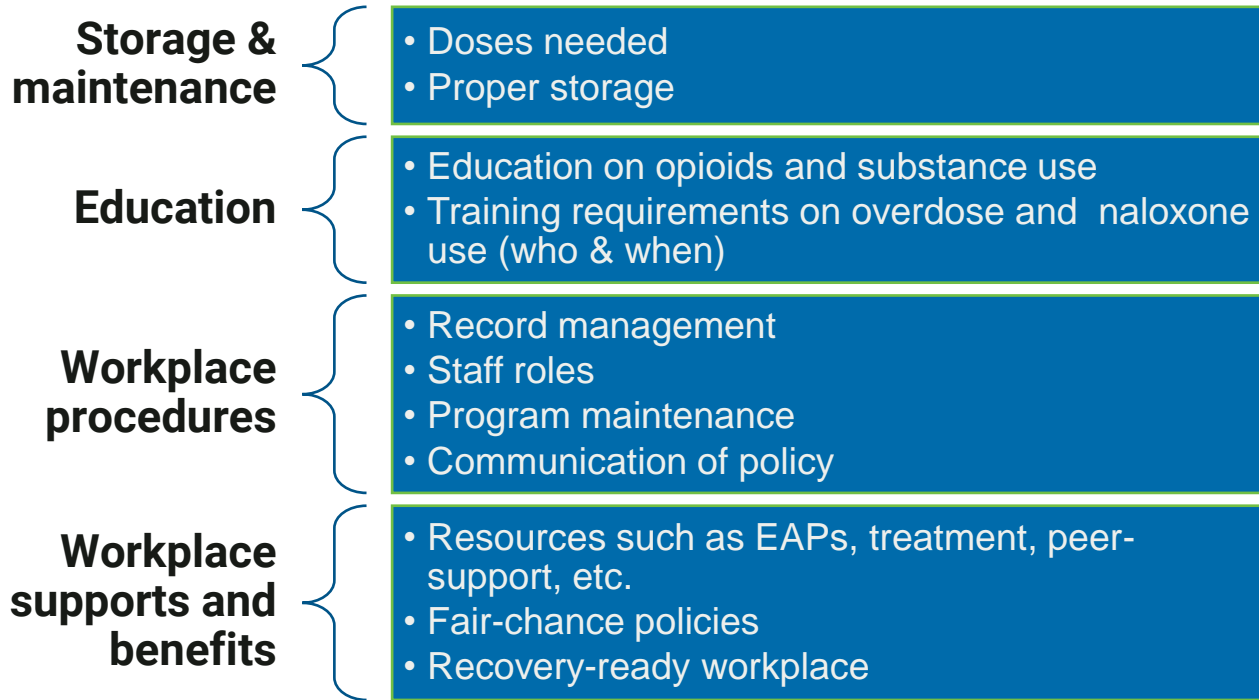
- Prepare for a new program and create your policy
- Obtain naloxone and make it available for your organization
- Train employees on the signs of an opioid overdose & how to give naloxone
- Evaluate the program and set the program up for long-term success

Action 1: Plan



- Conduct a risk assessment
- Foster organizational buy-in
- Set up a working group
- Combat stigma and educate employees by integrating opioid and overdose content into safety education
- Set your policy

Naloxone Policy Considerations



Review all policies with legal professionals

Action 2: Provide



- Refer back to risk assessment and policy to determine how many doses are needed
- Obtain naloxone for all work locations once vendor is identified

Obtaining Naloxone



- Having naloxone provides a chance for recovery – it does not increase opioid use
- How do I get naloxone?
 - Bulk order with Emergent BioSolutions – **discount through NSC**
 - Local harm reduction organizations & health departments
 - Local pharmacies & drug stores



**Share
Community
Accessibly
Resources with
Employees for
Personal
Supplies**

Storage Considerations

- Could be stored in first aid kits or other accessible locations such as AED cabinets
- Doses needed depend on worker density – 2 dose minimum per kit
- Avoid above 104 degrees and under 32 degrees*
- Expiration date approximately every 4 years*



Action 3: Train



- Naloxone nasal spray is very easy to use – train all employees!
- Important to train on signs of an opioid overdose & how to administer naloxone
- Activate emergency response

Free NSC eLearning

A banner for an eLearning course. On the left, a circular inset shows two workers in orange safety vests looking at a tablet. The background is green with white and yellow circular accents. The text 'nsc LEARNING' is in the top right, 'Naloxone for Suspected Opioid Overdose' is in the center, and a 'BEGIN' button is at the bottom.

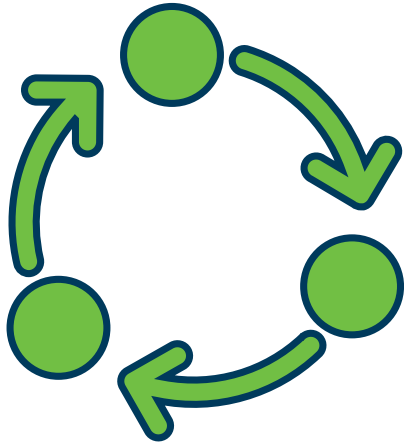
nsc
LEARNING

**Naloxone for
Suspected
Opioid Overdose**

BEGIN

- **Uniquely Tailored for the Workplace** - Specifically designed include considerations for accessing naloxone, storage, emergency action plans, and employee assistance plans.
- **Includes Hands-Only CPR** - Focuses on this essential life-saving technique, crucial due to the high risk of cardiac arrest in opioid overdose cases.
- **Interactive Training on How to Administer Naloxone** - Ensures participants acquire the skills needed for practical application in real-life situations.

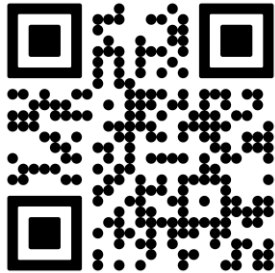
Action 4: Maintain



- Support both overdose victim and bystanders after an overdose occurs
- Data management related to naloxone use and overdose
- Integrate product replacement plan and training requirements into existing update cycles
- Continued stigma reduction & education
- Evaluate program

Implementation Guide

This guide provides an example process you can use to create an opioid overdose response program and connects you with resources you may need as you develop your program



White House Challenge

The White House Challenge to Save Lives from Overdose is a nationwide call-to-action to stakeholders across all sectors to commit to save lives by increasing training on and access to life-saving opioid overdose reversal medications.

Consider signing up to share your commitment or tell your story



[whitehouse.gov/savelives
fromoverdose](https://whitehouse.gov/savelivesfromoverdose)

Employer Legal Context

- All fifty states and D.C. have Good Samaritan and/or naloxone access laws that **generally shield employers from liability**
- OSHA does not yet have a standard for providing naloxone in the workplace
 - Administration of a naloxone nasal spray to an employee does not automatically make a workplace injury or illness recordable



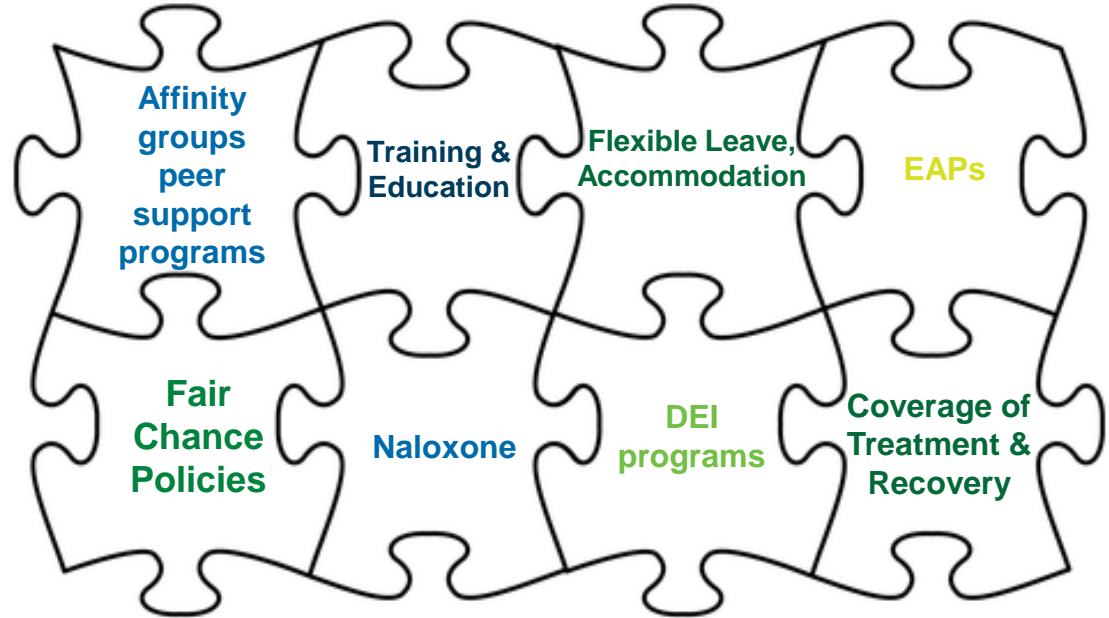
Employer Legal Considerations Example

ARIZONA

| | |
|--|--|
| Statute Citation(s) | Ariz. Rev. Stat. Ann. §36-2266 ; Ariz. Rev. Stat. Ann. §36-2267 |
| Who May Dispense/ Prescribe | Physician, Nurse Practitioner, Health Professional, |
| Who May Possess Opioid Antagonist (lay people) | Individual at risk of overdose, community organization that provides services to people at risk of overdose, family, friend or individual in a position to assist. |
| Administration of Opioid Antagonist | A person who administers Opioid Antagonist to another who is experiencing an overdose . |
| Civil and Criminal Liability Immunity | Both |
| Good Samaritan Protections from Drug Related Offenses | Ariz. Rev. Stat. Ann. § 13-3423 . Protection from controlled substances offense if evidence was obtained because the individual was seeking medical assistance for another - subject to requirements. Protects both the caller and the person experiencing an overdose). |
| Notes for Businesses | <ul style="list-style-type: none"> • Keep a record of where they received Opioid Antagonist. • Create a naloxone protocol in their workplaces that includes instructions for identifying an overdose, calling for help, storage of naloxone, administration of naloxone. |

Employers' Role

Naloxone is One Piece of a Comprehensive Substance Use & Mental Health Workplace Program



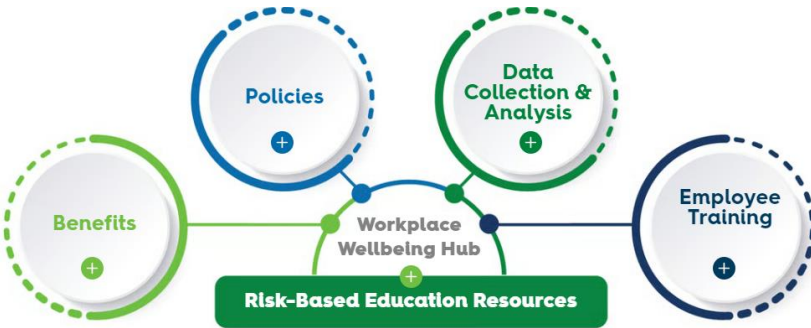


Recovery Supportive Workplaces

- Reduce the costs associated with turnover, productivity losses, health service utilization & injury or accident risk due to substance-related impairment:
- Workers in recovery average **10% fewer days of unscheduled leave** per year than other workers
- The turnover rate for employees in recovery is **12% lower** than the overall average
- **79% of employees agree** they would be more likely to work for an employer that provides resources for substance use

“Wellbeing means building safe workplaces that are also **engines for health and wellness**, that show workers that they matter, that their work matters, and that have the resources and support necessary to be safe and flourish.”

-Surgeon General



NOW AVAILABLE!
nsc.org/wellbeinghub

Includes actionable tools including a benefits checklist, sample policies, a guide to how to collect and use EAP data and more!





Addressing overdose deaths at work by supporting access to naloxone as well as providing related training and resources

respondready@nsc.org



Interactive eLearning on the administration of naloxone and hands only CPR

Implementation guide to create an opioid overdose response program



Access partnership with Emergent –purchase Narcan through NSC link and receive a discount and free shipping.

References

- <https://injuryfacts.nsc.org/work/safety-topics/overdose-deaths/>
- <https://public.tableau.com/app/profile/nsc.injuryfacts/viz/TotalOpioidDeathRatesbyRaceandAge2022/Dashboard1>
- <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC117445/>
- <https://www.cdc.gov/drugoverdose/rxrate-maps/opioid.html>
- <https://www.samhsa.gov/data/sites/default/files/reports/rpt42731/2022-nsduh-nnr.pdf>
- <https://www.norc.org/research/library/new-analysis--employers-stand-to-save-an-average-of--8-500-for-s.html>
- <https://www.nsc.org/in-the-newsroom/poll-75-of-employers-say-their-workplace-impacted-by-opioid-use>
- <https://pubmed.ncbi.nlm.nih.gov/33121867/>
- <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5671784/>
- [https://jamanetwork.com/journals/jamapsychiatry/fullarticle/2818228?guestAccessKey=c857864f-b4a7-4c5f-a619-941cef098745&utm_source=For The Media&utm_medium=referral&utm_campaign=ftm_links&utm_content=tf1&utm_term=050824](https://jamanetwork.com/journals/jamapsychiatry/fullarticle/2818228?guestAccessKey=c857864f-b4a7-4c5f-a619-941cef098745&utm_source=For%20The%20Media&utm_medium=referral&utm_campaign=ftm_links&utm_content=tf1&utm_term=050824)