

**Meeting Highlights and Action Plan**

Topic	Key Points	Action Items <i>Including Responsible Party/Timeline if applicable</i>
Welcome and Introductions	<ul style="list-style-type: none"> <li>Carey welcomed everyone and introductions were made.</li> </ul>	
Approval of Minutes	<ul style="list-style-type: none"> <li>Postponed until August meeting.</li> </ul>	
Drugs + Work Training	<ul style="list-style-type: none"> <li>Karen Pierce, Drug Free Workforce, provided training for the Substance Abuse Coalition members. The Training is titled “Drugs + Work: Leveraging the Workplace to Prevent &amp; Respond to Substance Misuse”. Karen has been involved in Drug and Alcohol programs, i.e., Just Say No in schools, Credentialing Board, Treatment Recovery Prevention, Seniors - Prescription Drug Abuse, Parents Education</li> <li>Mental Health and Recovery Board received a grant to fund Drug Free Workforce Technical Assistance Training initially, and the Board has continued to support program after the grant ran out. This training provides analyzation of existing policies by legal consultation, develop policies that addresses +drug test, second chances, and hiring practices. To date 12 local employers have participated in this training and have policies that have been implemented. There are plans to hold additional IT clinics.</li> <li>The Mental Health and Recovery Board has included within their strategic plan measures to build capacity for implementing interventions that effectively impact the workplace and workforce. Increase awareness of the AOD issues and increase the number of businesses are operating best practice DFWP programs, including effective second chance policies.</li> </ul>	
Training Highlights:	<ul style="list-style-type: none"> <li><b>Working Partners:</b> <ol style="list-style-type: none"> <li>Drug Free Workplace Operations and Workforce-based Prevention</li> <li>Training, Consultation and Support Services</li> <li>B2B &amp; System</li> <li>Operations vs. Legal</li> </ol> </li> <li><b>Employee:</b> <ol style="list-style-type: none"> <li>Need to know progression of consequences</li> <li>Need to know drug information</li> </ol> </li> <li><b>Businesses:</b> <ol style="list-style-type: none"> <li>Human resources needs to be aware of attendance patterns</li> <li>Drug Free polices</li> <li>Insurance coverage</li> <li>There are many areas to take into consideration when developing policies</li> </ol> </li> <li>If the coalition supports employer education it needs to be very careful not to cross legal lines/limits</li> <li>Trend #1, Drug trends that are currently effecting businesses (data collected through Quest Drug Testing, CDC, and DFWCI Business Survey, 3000 businesses were</li> </ul>	

surveyed for the southwest region of Ohio:

1. Positive tests due to increased prevalence of use
    - a. Largest increase in positive tests is for 18-25 year olds
    - b. 70% of people of those who use harmful substances are employed
    - c. Rate of positive drug tests has increased
  2. Employment with highest rates: Retail Trade, Health Care and Social Assistance, Real Estate Rental and Leasing. Lowest: Utilities and Finance/Insurance. Manufacturing and construction rates are now lower than they were in the past
  3. Current trending drugs include: Cocaine, Meth and Marijuana
  4. Perceived to have the highest rates of use: 1. Heroin, 2. Rx Medications, 3. Alcohol. Highest actual use is for: 1. Alcohol, 2. Marijuana, 3. Rx Pain Meds. Highest rates for positive tests (not including alcohol): 1. Marijuana, 2. Amphetamines, 3. Opiates. See attached for full list.
  5. Impact and Consequences on business: 1. Absenteeism, 2. Decreased Productivity are the top two. See attached for full list.
  6. Why it is difficult to find new employees: 1. Lack necessary technical skills, 2. Lack necessary soft skills, 3. Applicants can't pass drug tests.
- Trend #2, HB 523 Marijuana: Employers are not required, but are not prohibited from allowing the lawful use of marijuana as medicine (unless prohibited by an authority). However, an employer in the state of Ohio can terminate even if the use is medicinal.
  - There is a difference between public employees and government employees. For some government employees drug testing can be considered search and seizure and alcohol testing is a medical exam. This reinforces the need for legal counsel when employers are creating policies regarding drug/alcohol use/abuse.
  - Discussion regarding the overlapping of Alcohol and Other Drug Use/Abuse and a place of Business. Drug Free Workplace is utilized to address the overlap. A business can implement an Alcohol policy that is very basic or detail it to address use of alcohol at a business party or alcohol use while on a business trip. Second chance does not necessarily mean that a person continues their employment but may mean that they are eligible for rehire if they meet all requirements set forth in the policy.
  - Trend #3, Opioid epidemic:
    1. Progress is being made in reducing Opioid Use/Abuse, especially with Rx pain meds. OARRS reporting system has been instrumental in this reduction.
    2. The hiring crunch has employers looking at overlooked populations including those in recovery.
    3. Workplace testing:
      - a. Workplace testing has shown a 17% decrease in opiates when testing, largest drop in 3 years.
      - b. Oxycodone decreased for the 6<sup>th</sup> year. Down 46% since 2014
      - c. Hydrocodone decreased for the 4<sup>th</sup> year. Down 43% since 2014
      - d. Heroin decreased by 6% for 2017-2018
    4. Overdose deaths:
      - a. Nationally up 14.4%
      - b. Ohio 5000 OD deaths per year
      - c. Three-fourths of these deaths involve fentanyl
      - d. OD deaths are up 39% between 2000 and 2017
      - e. Cocaine and Meth related OD deaths increased substantially in 2017
    5. Economic Impact:

	<ul style="list-style-type: none"> <li>a. Employee who are prescribed pain meds <ul style="list-style-type: none"> <li>aa. Have Worker's compensation costs an average of 4x higher</li> <li>bb. Miss work almost 3x time more often</li> <li>cc. Cost their employers almost 2x as much in health care costs</li> </ul> </li> <li>b. Economic burden includes for the non-medical use of pain medications include Healthcare, Lost Productivity, Addiction Treatment, Criminal Justice involvement</li> <li>c. Opioid crisis is costing Ohio 4-5 billion a year</li> <li>• So What Does the Employer Need? <ul style="list-style-type: none"> <li>1. Policy and Operations</li> <li>2. Employee Education and Awareness</li> <li>3. Supervisor Training</li> <li>4. Drug and Alcohol Testing</li> <li>5. Employee Assistance</li> </ul> </li> <li>• Drug Free Workplace as it relates to Continuum of Care (see chart on page 27 of attachment): <ul style="list-style-type: none"> <li>1. Promotion</li> <li>2. Prevention</li> <li>3. Treatment</li> <li>4. Recovery</li> </ul> </li> <li>• Best Practice Drug Free Workplace Programs include: <ul style="list-style-type: none"> <li>1. Written substance abuse policy (longer than 1 page)</li> <li>2. Annual DFWP employee education</li> <li>3. Annual DFWP supervisor training</li> <li>4. Drug testing</li> <li>5. Plan for Directing employees to assistance</li> </ul> </li> </ul>	
Other	<ul style="list-style-type: none"> <li>• There will be Drug Free Workplace clinics in November 2019 and April 2020.</li> </ul>	
Submitted by:	<ul style="list-style-type: none"> <li>• Tina Fisher</li> </ul>	
<p><b>Next Meeting: August 23, 2019. Location: Clark County Combined Health District, 529 East Home Road. Please use entrance B.</b></p>		