

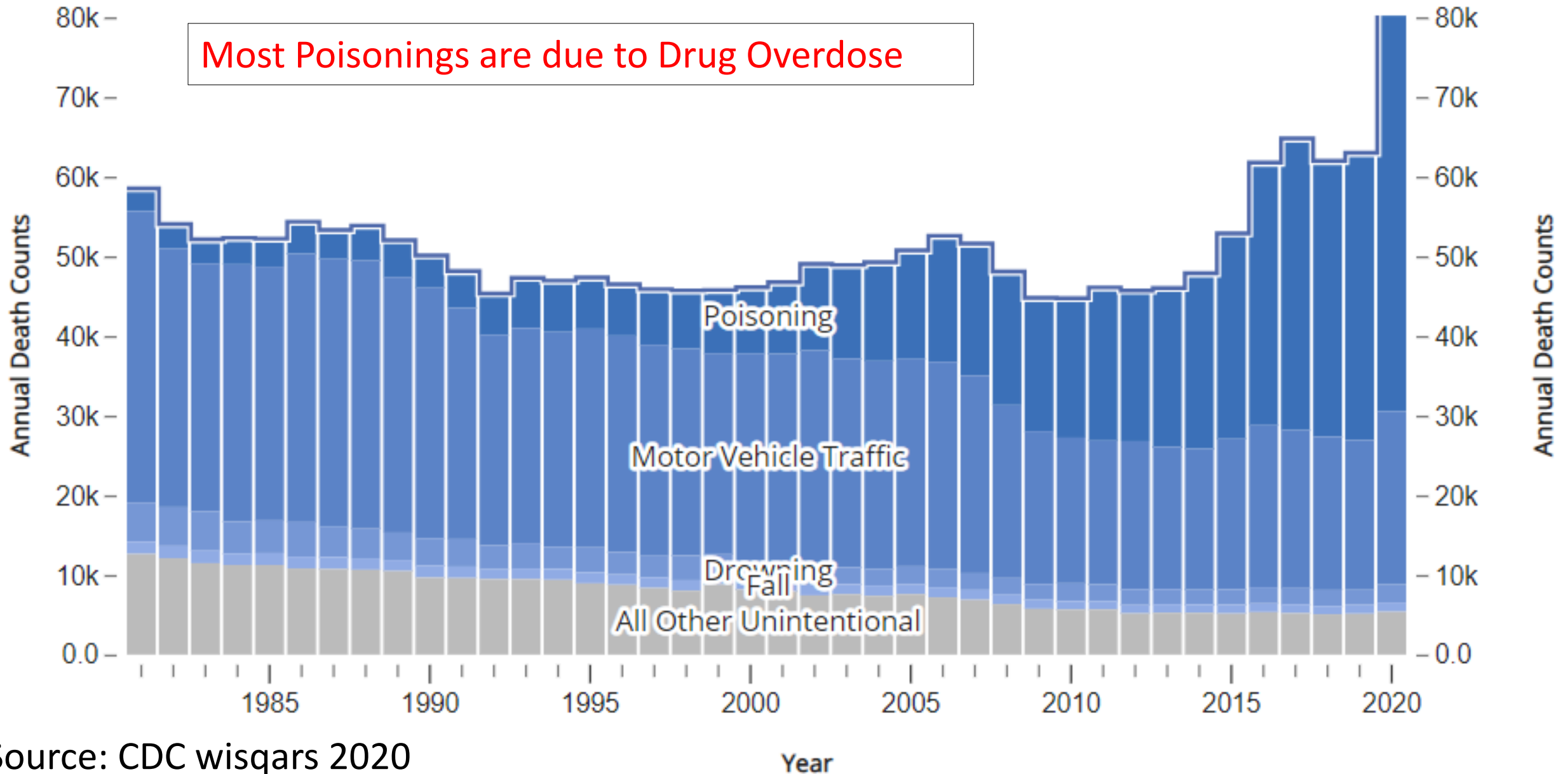
Opioid Guidelines and the Construction Industry

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Healthy Work Center

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Unintentional Injury Deaths for ages 1-44, in U.S.



Source: CDC wisqars 2020

Drug/opioid use disorder and Construction

- Over their lifetime, 10% of adults will meet the criteria for drug use disorder. (data from 2018)¹
- 8 to 12 percent of people using an opioid for chronic pain develop an opioid use disorder²
- 1 out of 5 construction workers have a substance use disorder ³
- Construction workers are 6 to 7 times more likely to die of an overdose than workers in other professions⁴

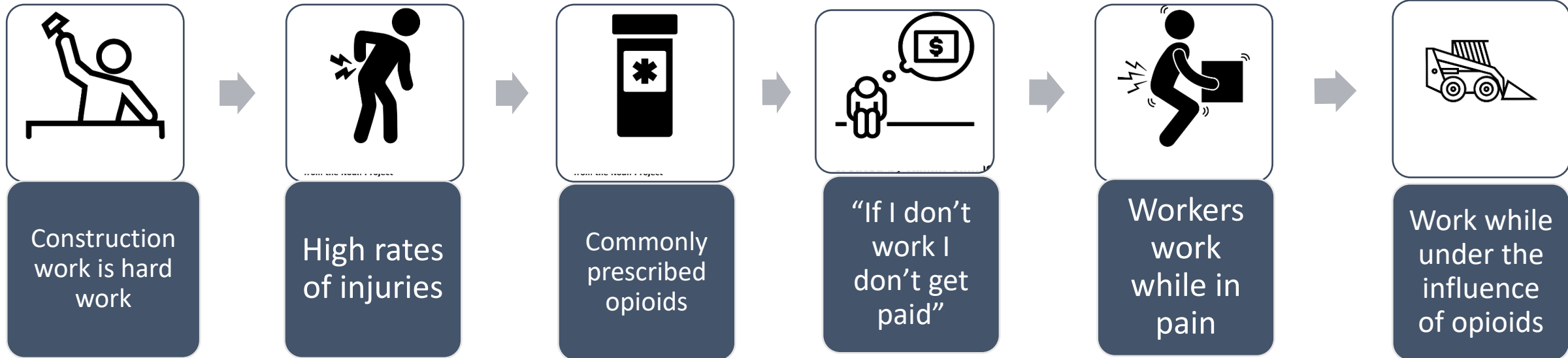
1. Substance Abuse and Mental Health Services Administration (SAMHSA), 2018 National Survey of Drug Use and Health (NSDUH) Releases <https://www.samhsa.gov/data/release/2018-national-survey-drug-use-and-health-nsduh-releases>

2. Vowles KE, McEntee ML, Julnes PS, Frohe T, Ney JP, van der Goes DN. Rates of opioid misuse, abuse, and addiction in chronic pain: a systematic review and data synthesis. *Pain*. 2015;156(4):569-576.

3. National Opinion Research Center and National Safety Council. *Substance Use Disorders by Occupation*. 2020

4. Dong, X.S., R.D. Brooks, and C.T. Cain. *Overdose fatalities at worksites and opioid use in the construction industry*. 2019 [cited 2022 February 24,];

Why construction workers?



- High injury rates
- Job insecurity

- High levels of job stress
- No sick leave for treatment

• Dale AM, Evanoff B, Macomber M, O'Reilly M, Rosen J, Schneider S. Can ergonomics programs help solve the opioid crisis? Preventing Pain Is the Key. The Synergist. May 2019; <https://synergist.aiha.org/the-synergist-may-2019>

• All icons are from the Noun Project, creators in order from left to right: SBTS, Adrien Coquet, Blaise Sewell, Kamin Ginkae, Gan Khoon Lay, Alex Fuller

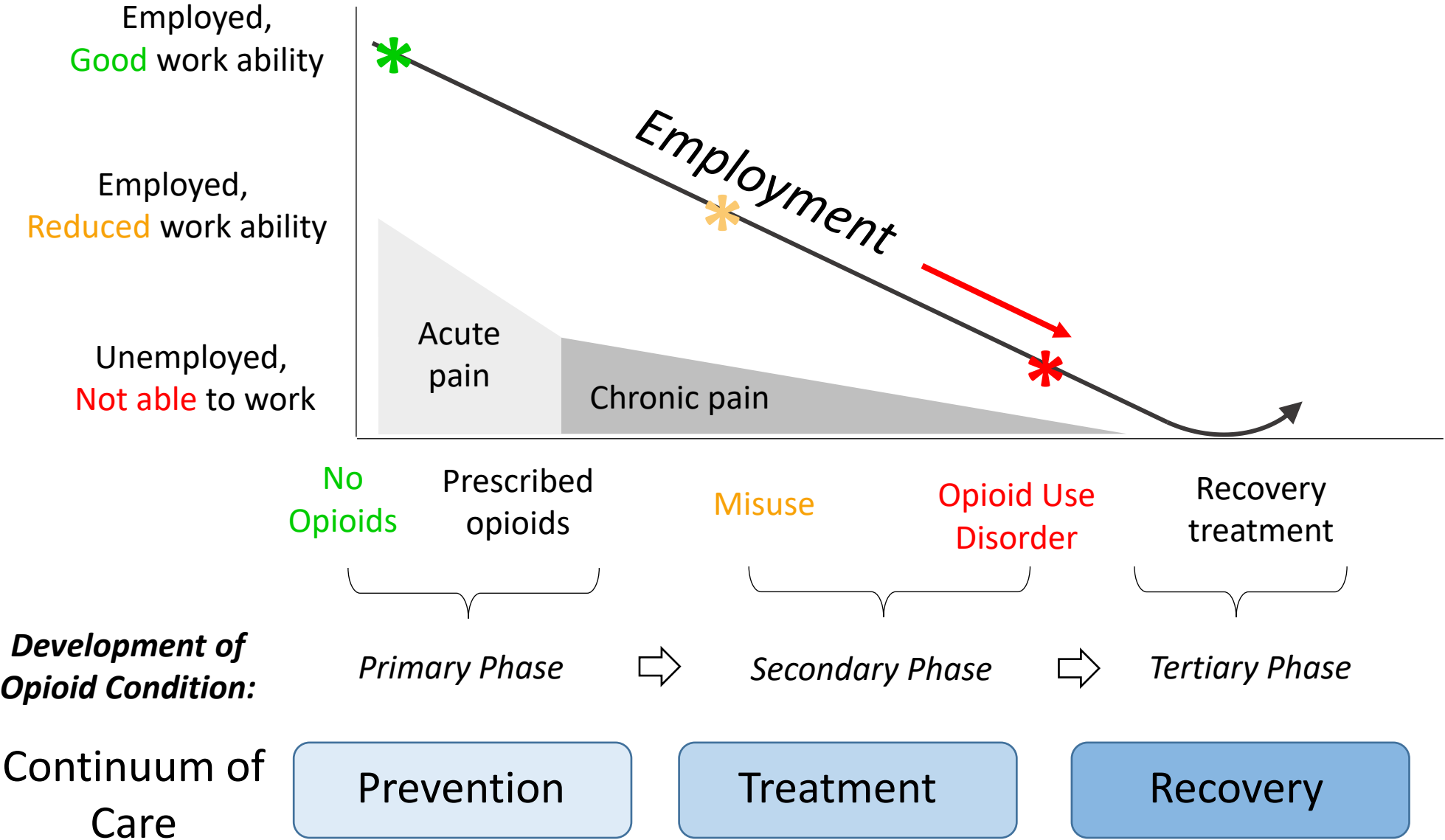
What did we find in worker health claims data (2015-2018)?

- Nearly half of workers had claims for a musculoskeletal condition (MSD)
- **75% of those with MSD claims** were prescribed opioids ¹
- 25% of those prescribed opioids used them long-term ¹
- Those with long-term use of opioid prescription were **10 times more likely** to develop an opioid use disorder ¹
- About 80 percent of people who use heroin, first misused prescription opioids.²

¹ Dale AM, Buckner-Petty S, Evanoff BA, Gage BF. Predictors of long-term opioid use and opioid use disorder among construction workers: Analysis of claims data. *Am J Ind Med.* 2021 Jan;64(1):48-57. doi: 10.1002/ajim.23202.

² Muhuri PK, Gfroerer JC, Davies MC. Associations of Nonmedical Pain Reliever Use and Initiation of Heroin Use in the United States. *CBHSQ Data Rev.* August 2013.

Cascade of Employment from Opioid Use Disorder



What did we do?

- Created a guidance document for construction organizations to promote prevention and management of opioid use
- Conducted a literature review, identified other employment guides on opioid prevention
- Interviewed subject matter experts:
 - Addiction specialist, primary care physicians
 - Insurance and PBM
 - Labor law attorneys
 - Employers and union stakeholders

Workplace Opioid Guidelines for Employer and Union in the Construction Trades

GOALS:

1. **Prevent** new cases of addiction
2. **Treat** those already prescribed or on long-term, high-dose opioid
3. Improve access to **recovery** services
4. Maintain/ **regain employment**

Workplace Guidelines to Prevent
Opioid and Substance Abuse for
the Construction Trades



This work was supported by National Institute on Drug Abuse grant R34 DA050044-01.

Topics Addressed in the Guidelines

Build a Culture of Care



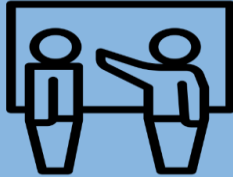
Created by Pravin Unagar
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Employee
Education



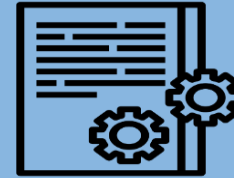
Created by DPIcons
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Supervisor
Training



Created by Max Hancock
from the Noun Project

Written
Substance
Use Policy



policy
Created by dDara

Drug Testing Program



Created by Steve Adams
from the Noun Project

Medical, Behavioral, &
Pharmacy
Coverage



Created by Dude Design

Member/Employee
Assistance
Program



Created by Steve Adams
from the Noun Project

Legal Concerns:



safety & work

accommodations

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Policy and Program Activities Across the Continuum of Care

Essential Elements

Prevention

Treatment

Recovery

<i>Build a Culture of Care</i>	Leadership demonstrates commitment to worker well-being via communications, policies, programs, and education.		
<i>Employee Education</i>	Educate on opioid risks and non-opioid pain free options	Know signs of impairment and seeking help for self and encourage others	Learn non-stigma language for communication and use of naloxone
<i>Supervisor Training</i>	Educate on opioid risks and know safety sensitive tasks	Know signs of impairment, and how to talk to employees in need	Find appropriate accommodations to aid return to work
<i>Written Substance Use Policy</i>	Clearly state employee expectations on substance use	Policies include treatment for those with positive tests	Written return to work policies after substance use treatment
<i>Drug Testing Program</i>	Testing to deter employees from misusing alcohol and drugs	Refer positive tests to get help (MAP or counseling)	State activities and return to work contract for a second chance program
<i>Healthcare and Pharmacy Coverage</i>	Substance use (including opioids) and mental health screenings	Cover non-opioid pain treatments and opioid prescription limits	Cover medication for opioid use disorder and behavioral counseling
<i>Member Assistance Program (MAP)</i>	Train employees and supervisors about opioids and healthy behavior	Provide counseling and referral to services	Support employees during Critical Incident Response
<i>Legal: safety and work accommodations</i>	Provide safe and healthy working condition for all workers	Protect privacy of individual medical information (HIPAA)	Have reasonable accommodations for those in recover with limited ability

What do the Guidelines include?

A **process guide** to help organizations develop and implement a plan based on their unique needs

Off-the-Shelf Resources:

a list of freely available resources, trainings, and education.



How to get started?

STEP 1: Education for Prevention



Educate Employees on Opioid Risks

Educate staff on how opioids affect health, job performance, workplace safety, workplace expectations, policies and prevention.

EDUCATE EMPLOYEES: *HOW TO GET STARTED*

Include opioid training as part of the new hire process, toolbox talks, or staff meetings. See the resource provided for educational materials.

Question: Employee Education	Resource
Does your organization provide employees training about opioid risks and how to get help if they are struggling with opioids?	The Hartford: Shatter Proof Addiction



Starting a Prevention Program for Opioid Abuse in Construction

Program Resources and Training

Employee Education

- ***CPWR: Opioid Awareness Training Program (pg. 14)***

Supervisor Training

- ***NSC: Impairment Recognition and Response Training for Supervisors (pg.14)***

Human Resources/Employers

- ***Kentucky Comeback: Policy and Procedure Samples (pg.15)***



The screenshot shows the CPWR website header with the logo and navigation menu. The main content area features a large banner with the title 'RESOURCES TO PREVENT OPIOID DEATHS IN CONSTRUCTION'. Below the banner is a breadcrumb trail: Home > Research > Research to Practice (r2p) > r2p Library > Handouts, Planning Tools & Training Programs > Mental Health & Addiction > Resources to Prevent Opioid Construction > Opioid Awareness Training Program. The main heading is 'Opioid Awareness Training Program'. The text describes the program as an updated training program for experienced instructors to increase awareness and reduce stigma. It also mentions that construction workers are six to seven times more likely to die of an opioid overdose than workers in other professions. A link to 'wide range of resources' is provided. The text concludes by stating the program was updated in the fall of 2021 and a second module will be added later, welcoming feedback.

CPWR [Logo]
THE CENTER FOR CONSTRUCTION
RESEARCH AND TRAINING

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RESOURCES TO PREVENT OPIOID DEATHS IN CONSTRUCTION

Home > Research > Research to Practice (r2p) > r2p Library > Handouts, Planning Tools & Training Programs > Mental Health & Addiction > Resources to Prevent Opioid Construction > Opioid Awareness Training Program

Opioid Awareness Training Program

The latest addition to CPWR’s resources for responding to opioids in construction is an updated training program, intended for use by experienced instructors, to increase awareness of opioids and decrease the stigma associated with opioid use.

Construction has been hit particularly hard by opioids — state-level studies have found that construction workers are six to seven times more likely to die of an opioid overdose than workers in other professions. CPWR is playing a leading role in helping our industry respond through a [wide range of resources](#).

The training program below was updated in the fall of 2021. A second module will be added later. We welcome your feedback on how to make it even more effective.

← [RESEARCH](#)

[Research Projects](#)

[Data Center](#)

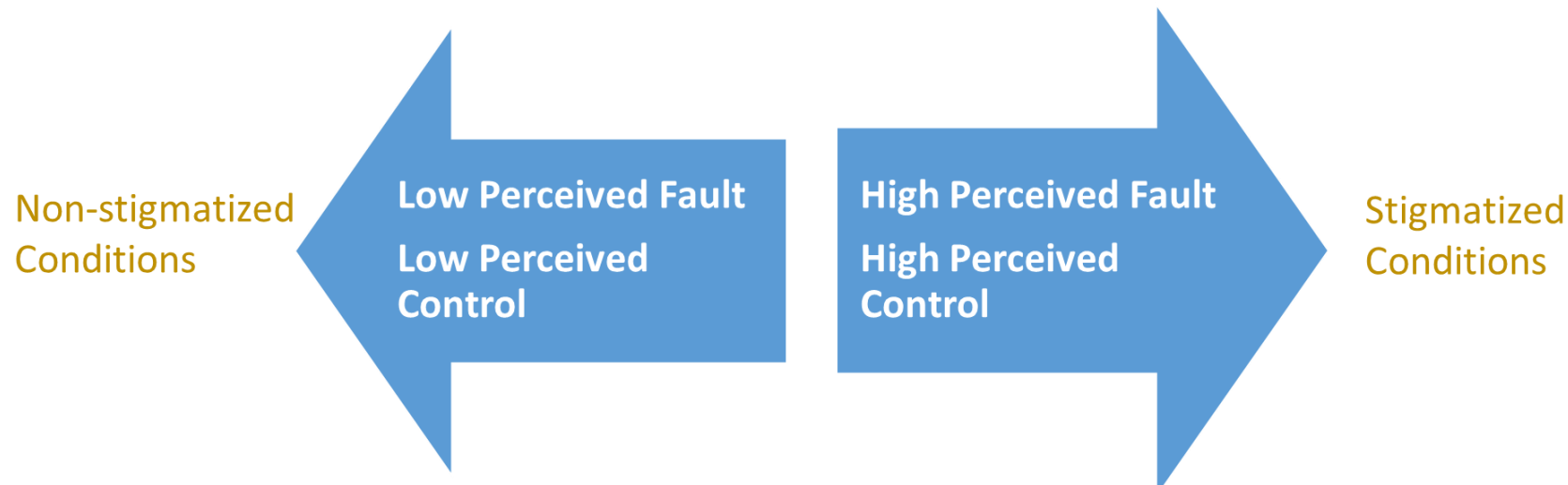
[Research to Practice \(r2p\)](#)

Three challenging issues

- A. The culture stigmatizes those with an addiction
- B. Siloed worker support activities
- C. Difficult to create a Recovery Friendly Workplace

A. The role of **stigma** in substance use disorders

- **Stigma** is the shame or disgrace attached to something regarded as socially unacceptable, often excluding the individual.
- A belief that the person is making a choice to use and can stop if they want to.
- Sources of stigma: self (person), social, and structural
- Worker's won't seek help if they lack trust.



Build a compassionate, trusting environment

- Implement and integrate worker supports within the organization/system
 - Employee/Member Assistance Programs
 - Peer Recovery Specialists
 - Support groups (employee resource groups, NA, AA)
- Obtain and demonstrate leadership support

B. Siloed entities create siloed worker supports

- Multi-organization situations
 - Health and Welfare Fund/Union & Employer
 - General contractor/Subcontractors
- Siloed departments within a single organization
 - Human Resource, Safety, Supervisor, Operations

Multi-Organization Situation: Who is responsible?

Health and Welfare Fund/Union

- Medical, Behavioral & Pharmacy Coverage
- Member Assistance Program (MAP)

- Build a Culture of Care
- Employee Education
- Written Substance Use Policy:
Collective Bargaining Agreement
- Drug Testing Program*

Employer

- Supervisor Training
- Legal Concerns:
Safety and Work accommodations

*Drug testing requirements and responsibilities depend on collective bargaining agreement and State and Federal laws; certain industries and jobs involving safety sensitive tasks have specific drug testing mandates.

C. Challenges creating a Recovery Friendly Workplace

- Relapse is common
 - Recovery is challenging to sustain under any condition
- Need to counter all stigma (self, social, and structural)
 - Workers may need special considerations but don't want to be singled out
- Use of Medication Assisted Treatment may require accommodations
 - Suboxone and Buprenorphine may be inaccurately viewed as 'replacement opioids'
 - Possible concerns for using MAT in safety sensitive work
- Concern for loss of income
 - Need to take additional leave
 - Outstanding bills from recovery treatment and personal bills

C. Challenges creating a Recovery Friendly Workplace

- Purpose
 - Increase chance of successful return to work
 - Reduce risk of relapse
- Policies
 - Allow flexible work schedule to continue to receive treatment
 - A return to work plan with manageable workload
 - Provide ongoing social (access to Peer Recovery Specialists)
 - Ongoing organizational support (EAP check ins, trained foreman)
 - Organizational statement prohibits stigma and enforces the policy

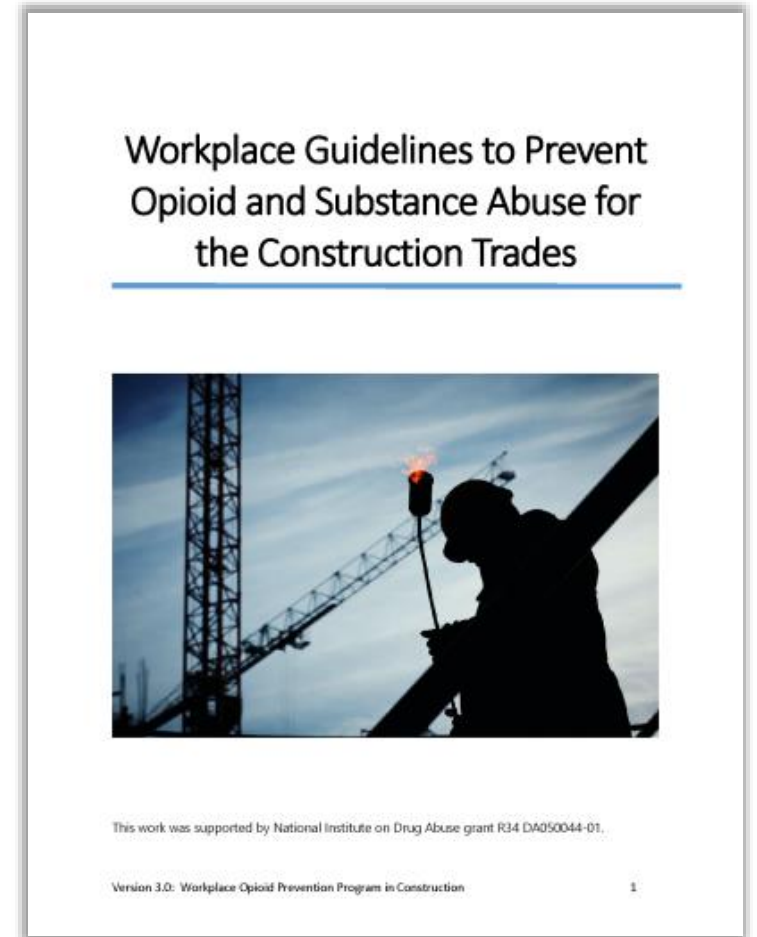
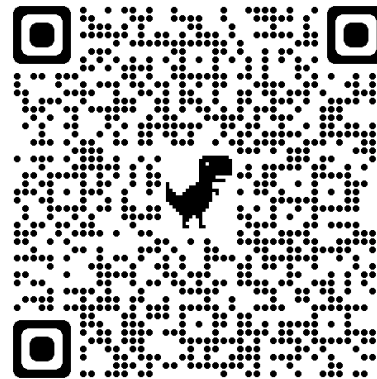
“They know my struggle with addiction, and they’ve always been very supportive, like, hey, go to treatment. It’s okay. Your job will be here.”

Want more information?

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 Washington University in St. Louis
SCHOOL OF MEDICINE

 HEALTHIER WORKFORCE
CENTER of the MIDWEST



www.opioidsandconstruction.com