



Respond Ready Workplace

*A Campaign to Engage Workplace Leaders in
Addressing the Opioid Epidemic*

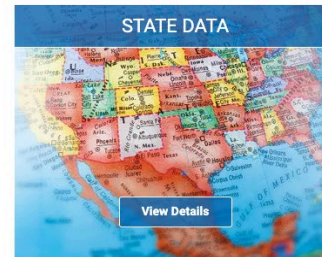
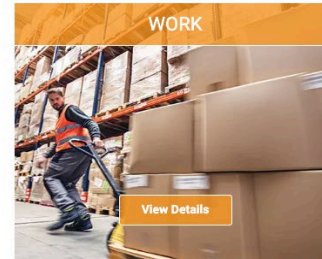
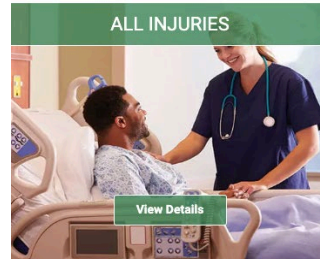
Workplace Safety Begins

1911
Triangle
Shirtwaist
Factory Fire



1913
Safety Leaders
Create the
National Safety
Council

Following the Data



Overdoses Are a Workplace Issue

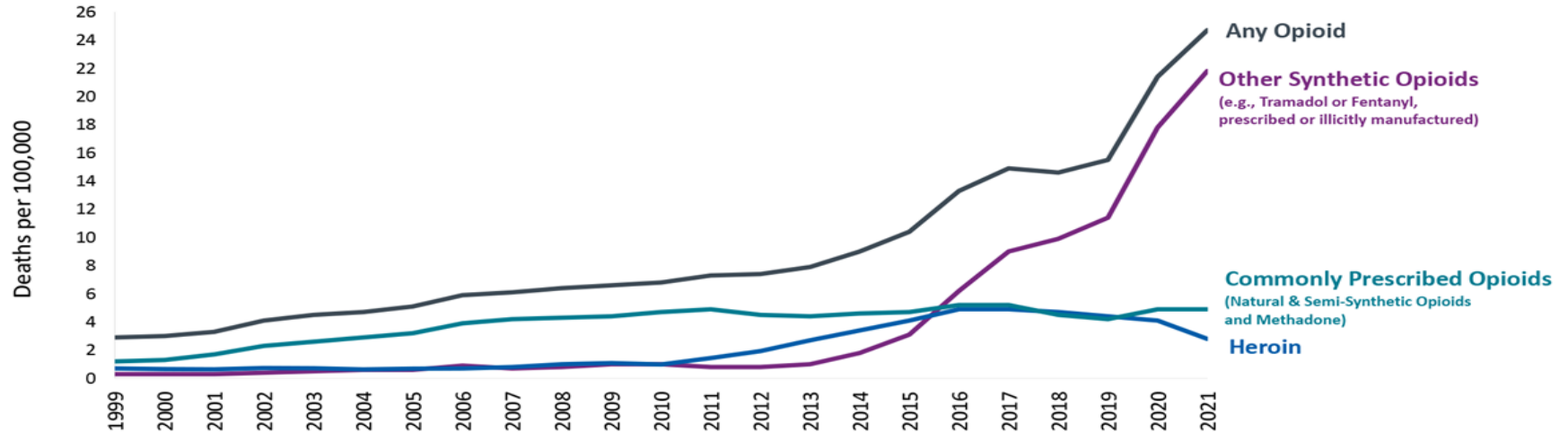
Workplace Unintentional Overdose Deaths 2011-2021

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

500+% Increase Since 2011

Overdoses Account for 9% of All Workplace Deaths

Three Waves of Opioid Overdose Deaths



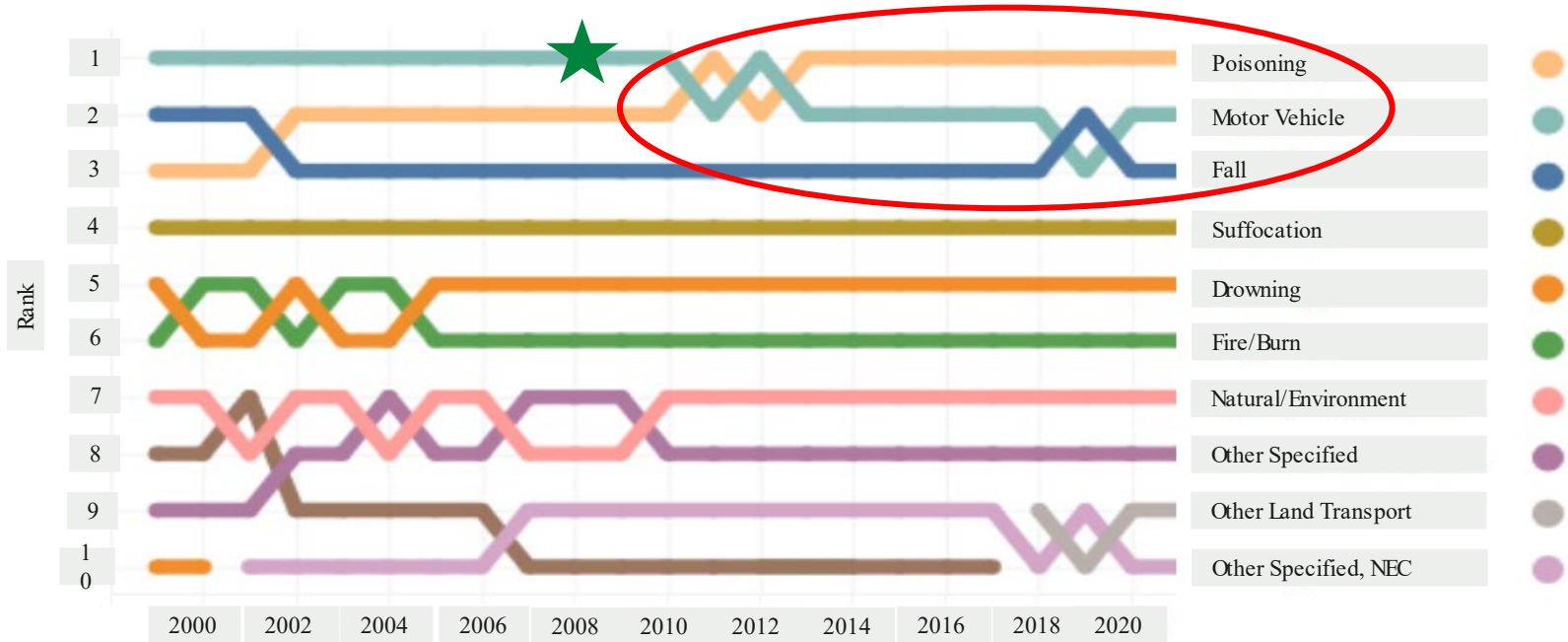
↑
Wave 1: Rise in Prescription Opioid Overdose Deaths Started in the 1990s

↑
Wave 2: Rise in Heroin Overdose Deaths Started in 2010

↑
Wave 3: Rise in Synthetic Opioid Overdose Deaths Started in 2013

SOURCE: National Vital Statistics System Mortality File.

Preventable Death Rankings



Denotes Starting Point of NSC Work on Opioid Crisis

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

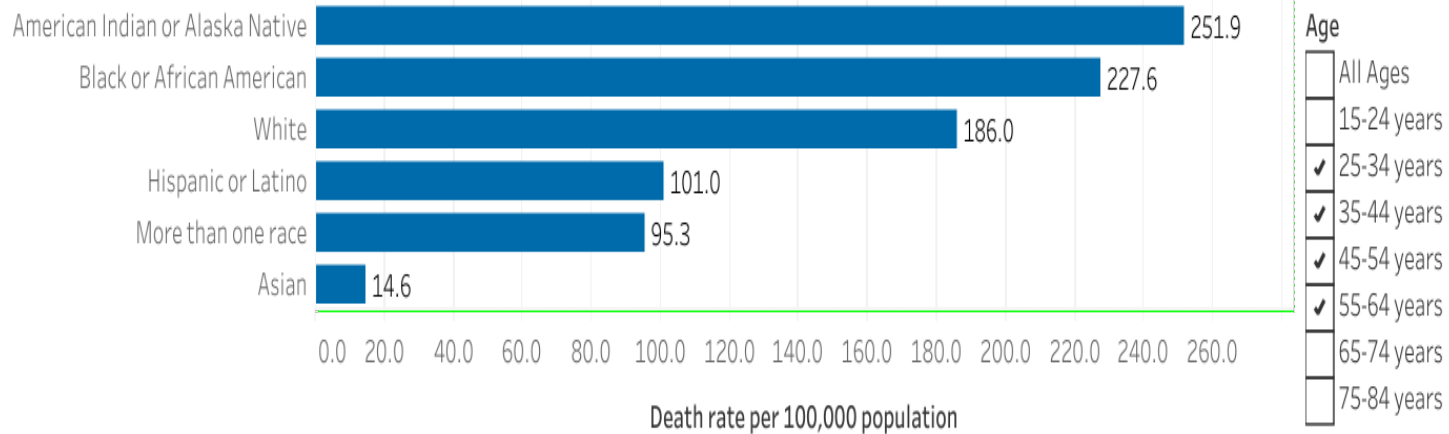
Overdoses Are Outpacing Motor Vehicle Crashes

Everyone is Impacted

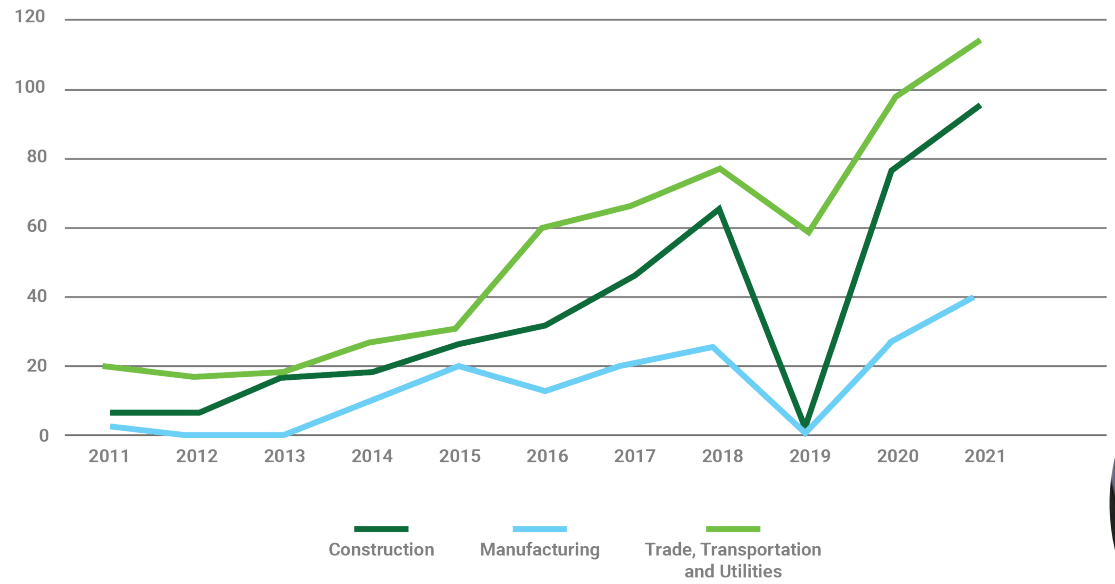
One Pill Can Kill



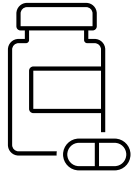
Total Opioid Involved Overdose Death Rate by Race and Ethnicity and Age, 2021



Industries Most Affected by Workplace Overdose



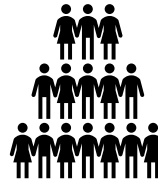
Workplace Substance Use & Misuse



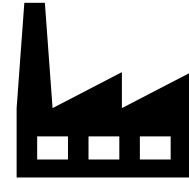
Over 9 million people misused opioids in 2021



61% of people with a SUD are in the workforce



One in 12 workers has an untreated SUD



75% of employers say their workplace is impacted by opioid use

Naloxone: An Overdose Preparedness Tool

- Opioids disrupt our brain's ability to regulate breathing
- Naloxone temporarily stops an opioid overdose, allowing a return to normal breathing
- Narcan and RiVive have recently been approved for over-the-counter use



Naloxone is Safe & Effective

- Multiple studies have found that increased overdose education and naloxone distribution has saved lives
- Only affects individuals undergoing opioid involved overdoses
- Easy to administer – **anyone can save a life!**
- After reviving a person using naloxone, they should receive medical attention just like any other emergency



Obtaining Naloxone

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



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 3 years*



Barriers to Workplace Naloxone Program



Liability Concerns

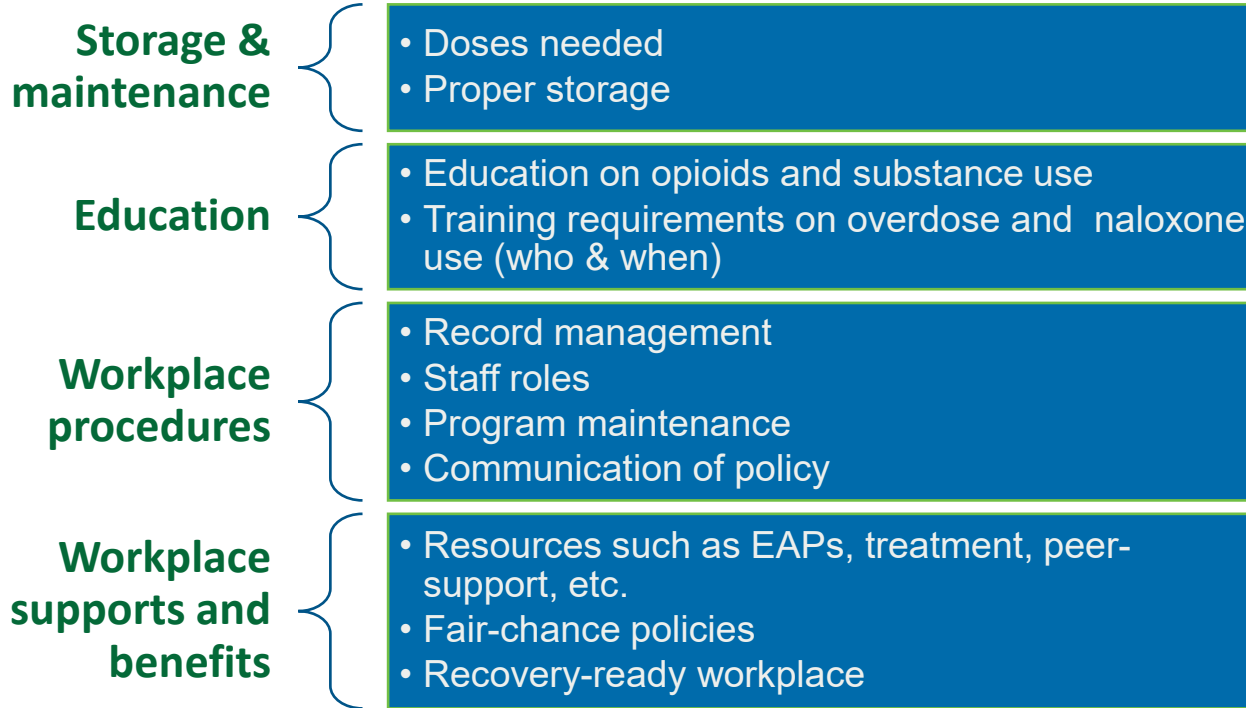
- All 50 States have Naloxone Access Laws
- Good Samaritan Laws differ among the states

Stigma

- Negative Attitudes About Substance Use or People with Addiction Affect Ability to Find Help and Recover
- Survey Respondents Were 6 Times Less Likely to Hire a Person If They Expressed Prejudicial Views Against Someone with a Substance Use Disorder*

Stigma and Liability Concerns Are Barriers Preventing Widespread Solutions

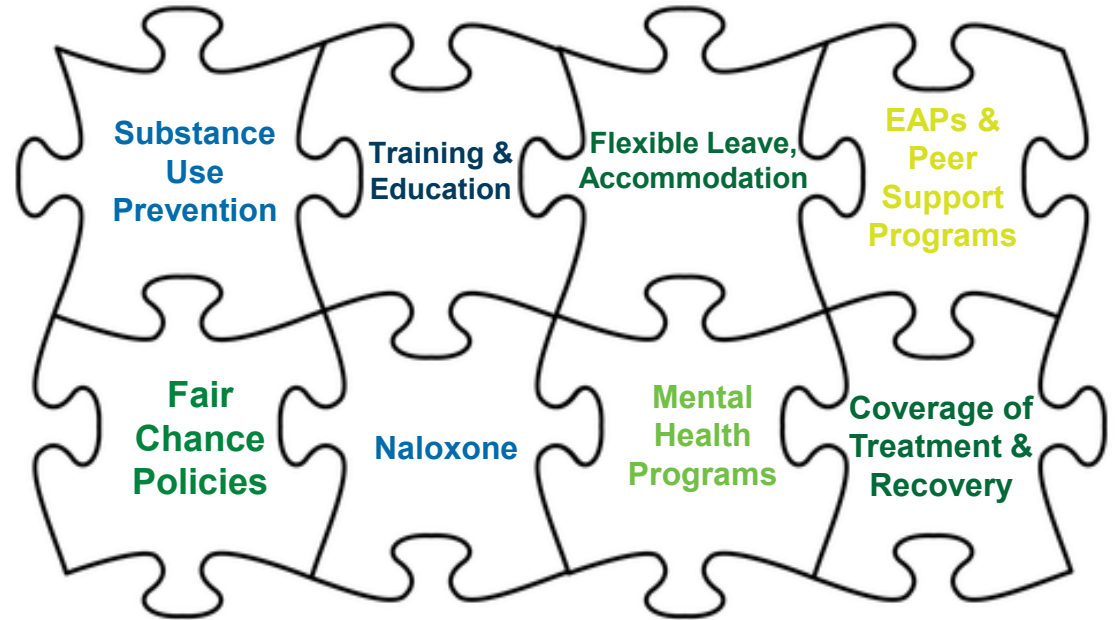
Naloxone Policy Considerations



Review all policies with legal professionals

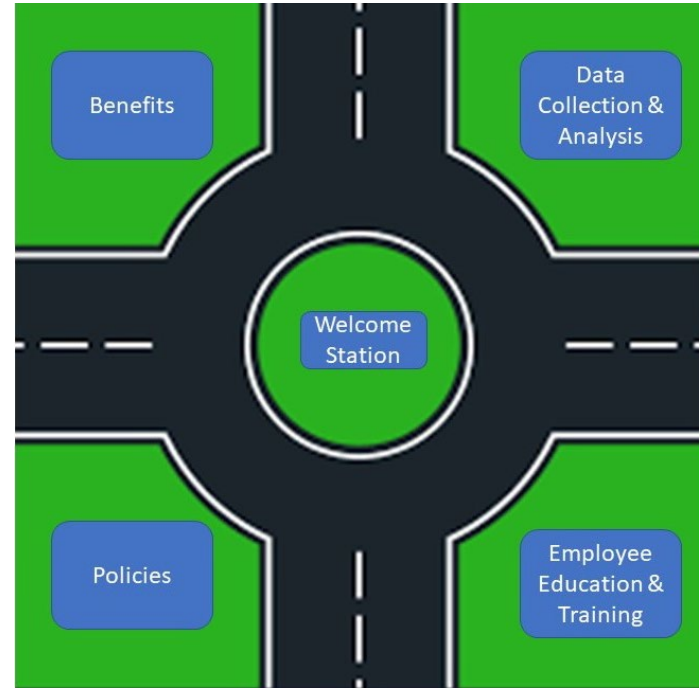
Employers' Role

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



Roadmap

- **Timeline:** Launching beta version in February
- **Initial focus:** Substance use & mental health
 - Content informed by recovery ready framework
- **4 “stops”:** benefits, policies, data collection, employee education & training



Cost Benefit of Addressing Substance Use

- It is estimated that the economic cost of opioid use disorder and fatal opioid overdose in 2017 was **\$150 billion**
- 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

WORK to Save Lives Act H.R. 5420/S. 2948

- Guidance for private sector employers to have medications onsite with trained employees
- Mandate for federal sites to have medications with trained employees
- Bipartisan legislation introduced in the House & Senate
 - Bonnie Watson Coleman (D-NJ)
 - David Trone (D-MD)
 - Brittney Pettersen (D-CO)
 - Nancy Mace (R-SC)
 - John Rutherford (R-FL)
 - Doug Lamborn (R-CO)
- NSC is working with state legislatures to replicate this

Get Ready

- Provide naloxone to potentially save a life!
- Visit nsc.org/respondready for information on adopting naloxone at work
- Initial steps:
 - Revisit policies & workplace resources
 - Train employees on overdose response
 - Look for naloxone in your community or in pharmacies



RespondReady
an nsc program **WORKPLACE**™



Related NSC Resources

CONNECT 2 PREVENT
an HRSA program

LESSON: Introduction to Opioids

As you learn about opioids and addiction, you may recognize signs of use or misuse in yourself or others (friends, family, co-workers). You may also recognize the need for mental health support. Whenever you are ready, help is available. Contact your Employee Assistance Program (EAP), your health insurance, your doctor, local public health department or call one of the national helplines. You can reach SAMHSA's National Helpline, (800) 662-HELP (4357) (also known as the Treatment Referral Routing Service), via text message: 435748 (HELP4U), or TTY: (800) 487-4889. Their helpline is a confidential, free, 24-hour-a-day, 365-day-a-year, information service, in English and Spanish, for individuals and family members facing mental and/or substance use disorders. This service provides referrals to local support groups and community-based organizations that offer treatment, counseling, and other services. [Visit the online treatment locator.](#)

This is not medical advice. Every patient has unique characteristics that doctors will want to know about before diagnosing or treating a medical condition. Only your doctor or health care professional can provide the right diagnosis and treatment for you and your family.

EDUCATION

Welcome to our first weekly lesson! We're starting with the basics: what are opioids, why are they dangerous and why is there an opioid epidemic? Understanding all this will make you more confident and comfortable as we move forward in the next lessons and as we learn how we can support ourselves, our teenagers, our family, friends, communities and workplaces.

So what is an opioid, anyway? Opioids are a group of drugs originally developed to help people recover from injuries and surgery, and to manage chronic or acute pain. Opioids are made from naturally occurring chemicals in poppy plants. Prescription drug companies also discovered ways to make opioid drugs by creating synthetic (human-made) versions of the chemicals naturally found in poppy plants. There are many types of opioid drugs. Most were developed legally for people who were sick or injured. Natural and synthetic opioid drugs all work similarly in the body.

nsc.org/connect2prevent

NSC Employer Cost Calculator
SUBSTANCE USE

nsc.org/drugsatwork

FREE Workplace Impairment Training for Your Company

If your company is located in Pennsylvania, employees are eligible to complete NSC Impairment Recognition and Response Training for Supervisors at no cost to your company, even if you have remote employees that reside outside of Pennsylvania. This training is available through a grant from the Commonwealth of Pennsylvania in partnership with the National Safety Council.

9-hour Learning course

For all-world supervisors and managers, the training covers:

- How to recognize and respond to impairment
- The responsibilities when an employee shows signs and symptoms of impairment
- Causes of impairment (alcohol, fatigue, stress and more)
- How to respond to impairment
- How to keep employees safe
- How impairment can have effects on workplace safety and the wellbeing of your employees

39% of employers say impairment is causing more injuries

Learn More and Sign Up
nsc.org/pa

nsc
National Safety Council

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nsc.org/impairmenttraining



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

Thank you!

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