Preventing Injury, Pain and Opioid Use in the Workplace

Tuesday, February 15th, 8:15-9:45am
Funding Statement

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Welcome, Introductions and Overview
Meet Your Trainers

Gracie Rolfe, MSW

Michael Leonard
Let us know who you are.

On your display screen (press 'Rename'):
- Name
- Pronouns (e.g., she/her, they/them)

Introduce yourself in the chat box.

In the Chat Box:
- Role
- Industry and Organization
- What city/town you're joining from
Agenda

Welcome & Introductions

Understand the connection between opioids, pain and the workplace

Create a recovery-supportive workplace

Additional resources

Prevent injury & manage pain to reduce opioid use

Understand the connection between opioids, pain and the workplace

Prevent injury & manage pain to reduce opioid use
Learning Objectives

- Learn how workplace conditions may lead to injury, pain and opioid use.
- Identify workplace strategies to support substance use treatment and recovery.
- Identify workplace strategies to prevent injuries and manage pain.
- Learn about substance use prevention resources that can support your organization.
Understanding the Connection between Opioids, Pain, and the Workplace
The rate of fatal overdose was higher among MA workers employed in occupations with high rates of work-related injuries and illnesses.

Opioid overdose death rate among MA workers was higher in occupations with less paid sick leave and lower job security.

More than 40 states have reported increases in opioid-related mortality during the COVID-19 pandemic.

In a recent study involving construction workers, the experience of sustaining a work-related injury was the strongest predictor of prescription opioid use.
Issues of race and gender...

**Male workers** accounted for approximately *64% of work-related injuries* treated in emergency departments in 2020.

Death rates have *risen sharply among women, too, especially Black women*. The overdose fatality rate among **Black women rose 144% between 2015 and 2020**, far outpacing the percentage increases among women in every other racial or ethnic group during the same period.

There were **54.1 fatal drug overdoses for every 100,000 Black men** in the United States in 2020, **well above** the rates among White men (44.2 per 100,000) and Hispanic men (27.3 per 100,000).

According to the **National Council for Occupational Safety and Health**, between 2015 and 2019, the rate of death from workplace trauma increased by 1.7 percent among white workers, **28 percent among Black workers**, and **20 percent among Hispanic and Latinx workers**.
What are some factors that may lead to opioid use disorder (OUD)?
Conditions that may lead to opioid use

Work-Related Factors
- Injuries from unsafe working conditions
- Pain from work-related tasks
- Work-related stressors like high demand, inconsistent schedules, and others
- Pre-existing mental health and physical health conditions

Other Factors
- Traumatic events (e.g. death, divorce, abuse, family history of addiction, etc.)
- Mental health disorders
- Using other substances or engaging in other risky behavior
- Financial problems
- Experiences of racism, sexism, classism
VIDEO

Why are opioids a workplace problem?
Preventing Injury and Managing Pain to Reduce Opioid Use
Pain in the Workplace

• Workers whose jobs require them to lift or move heavy objects may experience pain associated with those tasks.
  • This activity may also trigger an underlying condition or previous non-work injury.

• Workplace pressures can contribute to chronic illness, other medical conditions, and personal factors that cause pain.

• The experience of pain is unique to each person, and is influenced by things like trauma, genetics, and environmental factors (structural racism, systemic oppression, etc.)
Practices to help prevent workplace pain & injury

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<th>PLANNING</th>
<th>POLICY</th>
<th>CULTURE</th>
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| Create plans to eliminate, prevent, or reduce hazard exposure  
  • Develop and implement safety protocols | Enact policies to minimize tasks that lead to pain and injury  
  • Provide ergonomically designed equipment  
  • Use methods & techniques that maximize safety | Sustain a culture of trust and respect  
  • Ensure that private information stays confidential  
  • Develop & maintain recovery supportive workplace initiatives |
Workplace culture can play a role in successful prevention programs

**Commitment**: Health and safety programs work best when all levels of management show their buy-in.

**Collaboration**: Working in partnership with leaders, colleagues, and other employees builds trust.

**Consolidation**: Collecting and analyzing data on workplace injuries can help to focus on prevention.
Opioid overdose rates are highest in occupations with:

The greatest physical demands
Directions: You will be split into small groups of 3-4 people. Introduce yourself, your occupation and industry. In your groups, think about the following questions and answer together.

1. What are policies and practices at your workplace that help create a safe and supportive environment and prevent workplace pain and injury? (e.g. having paid sick time, having ergonomic safety measures, etc.)

2. Where could your workplace improve to better prevent workplace pain and injury?

3. What policies could be implemented or how could you update a policy to prevent workplace pain and injury?
DEBRIEF

• How can you go about improving workplace policies to promote safety?

• What is an example of something you are taking back to your workplace to improve?

• What feels challenging about trying to incorporate some of these elements?
Opioid use prevention in the workplace when pain or injury happens

1. Provide **health insurance that covers the treatment & management of pain**, including physical therapy, chiropractor, and other alternatives to opioids.

2. Provide **adequate paid time off to heal from injury** or manage pain by using one or more of the **recommended opioid alternatives**.

3. Train workers on how to access health & legal benefits – i.e. MA Paid Family Medical Leave (PFML), federal Family Medical Leave Act (FMLA), Americans with Disabilities Act (ADA).

4. Ensure that human resources personnel are **prepared to help employees navigate** their benefits, processes, and systems.

5. Actively promote a **workplace culture** that encourages workers to take time to heal from injuries or take a break if they’re in pain – without fear of negative consequences.

Employers can take these 5 steps to help workers heal from pain or injury.
Creating a Recovery Supportive Workplace Through Culture, Policies, and Practices
What is a Recovery Supportive Workplace?

A recovery-supportive workplace aims to prevent exposure to workplace factors that could cause or perpetuate a substance use disorder while lowering barriers to seeking care, receiving care, and maintaining recovery. A recovery-supportive workplace educates its management team and workers on issues surrounding substance use disorders to reduce the all-too-common stigma around this challenge.

- National Institute for Occupational Safety & Health (NIOSH)
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<tr>
<th>Elements of a Recovery Supportive Workplace</th>
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<td>Reduce stigma of recovery by using inclusive, non-stigmatizing verbal &amp; written language</td>
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<td>Train supervisors and staff about addiction, recovery and relapse</td>
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<td>Educate employees on OUD/SUD benefits and policies</td>
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<td>Commit to hiring people in recovery</td>
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<td>Develop return to work plans for employees in recovery</td>
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<td>Provide flexibility to support employees and families of people in recovery</td>
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<td>Develop policies restricting the use, pursuit and sale of drugs at the workplace</td>
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Closing & Resources
CLOSING ACTIVITY

What is one takeaway from the training?
Learn more about how workplaces can reduce workplace pain and injury that leads to opioid use, and support workers in recovery.

BeHEREinitiative.org/workplace
## Resources

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<td>1</td>
<td><a href="http://www.learn2cope.org">The Massachusetts Substance Use HELPLINE</a></td>
<td>800-327-5050</td>
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<td>2</td>
<td><a href="http://www.learn2cope.org">rize</a> Massachusetts</td>
<td>Your Rights in Recovery Toolkit</td>
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<td>3</td>
<td><a href="http://www.learn2cope.org">Alcoholics Anonymous / Narcotics Anonymous</a></td>
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<td>4</td>
<td><a href="http://www.learn2cope.org">MA suicide prevention hotline</a> <a href="http://www.learn2cope.org">www.samaritanshope.org</a></td>
<td>877-870-4673</td>
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<td>5</td>
<td><a href="http://www.learn2cope.org">LEARN to COPE</a></td>
<td>508-738-5148</td>
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<td>6</td>
<td><a href="http://www.learn2cope.org">CDC Workplace Safety and Health</a> <a href="http://www.learn2cope.org">NIOSH</a></td>
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<td>8</td>
<td><a href="http://www.learn2cope.org">MassCOSH</a></td>
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# Additional Training Offerings through BeHERE

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| **1.** Opioid Overdose Rescue Training (2 hours) | **SCHEDULING OPTIONS**
| Participants will learn about opioids and risk factors for overdose. They will then explore strategies for rescues and practice strategies through scenarios. | To learn more or schedule a training for your staff, email Michael Leonard (mleonard@hria.org) or call 443.610.2616 |
| **2.** Opioid Overdose Prevention: Harm Reduction & Safety Planning with Clients (2 hours) |   |
| Participants will explore strategies to address the risks of overdose with a harm reduction approach. The scenario-based training provides opportunities for discussion and practice about issues of safety, grief, and moving toward behavior change. |   |
Addressing Stigma in Our Work: Confronting Bias & Analyzing the War on Drugs (3 hours each)
These trainings will focus on identifying and addressing our biases surrounding people who use drugs before exploring the historical sources of these attitudes, including an examination of the racialized drug policies of the War on Drugs.

Exploring Pathways of Recovery (3 hours)
When we recognize that recovery looks different for every person, we can better advise our clients. This training will introduce the many different forms recovery can take from Medication for Addiction Treatment (MAT) to 12-step programs, to cognitive based therapies. In addition, participants will explore addressing stigma around recovery and how to best support our clients.

Working with People Who Use Stimulants: Best Practices (3 hours)
As drug use changes and evolves in Massachusetts and beyond, we need to be prepared to support clients no matter what substances they use. Learn the basics of what stimulants are, what they do in the body, and how we can support people who use stimulants.

Best Supervisory Practices: Working Through Incidents and Crises (3 hours)
This non-clinical training is intended to provide supervisors with the best practices and tools for nurturing and supporting staff who work in substance use, harm reduction, homeless services, and other social service fields.

Secondary Trauma & Helping Professionals (3 hours)
This non-clinical training module covers secondary trauma and cumulative stress with a specific focus on wellness and safety for service providers working in direct care with people who use drugs. Training topics include resilience, PTSD, compassion fatigue, and burnout.

SCHEDULING OPTIONS
To learn more or schedule a training for your staff, email Michael Leonard (mleonard@hria.org) or call 443.610.2616
Thank you!

Please take the feedback form!