

What a Drug-Free Workplace Means to Employers

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The Survey Says...

Key Findings from MRA's Opioid Pulse Survey

§ Brief 15-question, online “pulse” survey on current employer practices related to the opioid epidemic

§ Data collected September, 2017; released November, 2017

§ 369 completed responses from Midwest employers across all industries; significant manufacturing presence.



Survey type	N=369
MRA Members	87%
Non-Members/Social Media	13%

In which region of the U.S. is your organization located?	N=369
Northeast	1%
Midwest	98%
West	1%

What is your primary industry group?	N=369
Manufacturing	49%
Professional Business Services	14%
Health Services	6%
Trade (Retail/Wholesale)	5%
Financial Services	4%
Transportation/Warehousing	4%
Education Services	3%
Construction	2%
Information (Communication/Broadcasting)	1%
Leisure/Hospitality Services	1%
Utilities	1%
All Other	10%

EMPLOYER RESPONSE TO THE **OPIOID EPIDEMIC**

23%

Re-communicating EAP offerings; providing services for families of employees

21%

Training supervisors/ managers to detect and address employee issues

11%

Educating employees about dangers, consequences and health risks associated with prescription drug abuse

8%

Updating drug testing policy to address prescription drugs which may affect ability to perform job duties

7%

Reinforcing confidentiality, to the extent possible, for those who bring issues forward

6%

Updating drug testing policy with “second chance” rehabilitation

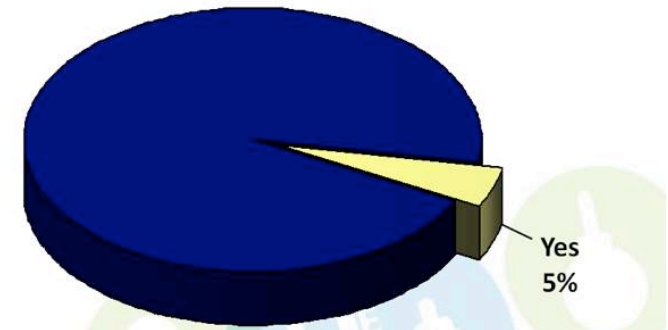
The logo features the letters 'MRA' in a bold, white, sans-serif font, with a stylized white arrow pointing upwards and to the right, positioned to the left of the letters. Below 'MRA', the words 'Hot Topic Survey' are written in a white, sans-serif font, stacked in two lines. The entire logo is centered within a large, semi-transparent orange circle that overlaps a background image of white pills.

MRA
Hot Topic
Survey

- Employers **offer many benefits** to assist employees who may be impacted by the opioid epidemic. **Most popular:** EAPs, FMLA, mental health insurance, and unpaid leave of absence.

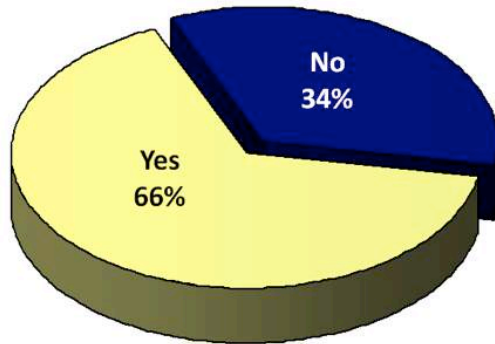
Employee Assistance Program (EAP)	71%
FMLA	65%
Mental health insurance benefits/coverage	52%
Unpaid leave of absence	51%
Paid sick leave	38%
Other <ul style="list-style-type: none"> Last chance agreements if positive on random drug test Short and long-term disability coverage Short term disability Visiting nurse coverage 	2%
We currently do not offer any benefits to assist employees impacted by drug abuse	13%

Has your employer taken any steps in partnership with your workers' compensation carrier to maximize opioid prescriptions for injured workers?



- Most employers **perform drug tests** of their employees; those that don't believe it is not necessary (among other reasons).

Does your employer perform drug testing of either applicant or employees, or both?



We don't think it is necessary	58%
We don't have any safety-sensitive positions	21%
Cost	20%
We would substantially limit our applicant pool	14%
It would delay our "time to fill" positions	10%
Concern over the "candidate experience"	7%
Other <ul style="list-style-type: none"> ▪ Fear that existing employees may fail/not required by law ▪ Have not found a good carrier ▪ Under review, considering ▪ We hire via temp agencies who don't test 	6%
Don't know/not sure	5%

Drug- Free Workplace or Not?



- Many employer drug testing policies **need updating.**

When was the last time your employer updated your drug testing policies and procedures?	N=243
Within the last year, but only to update the post-accident testing procedures	14%
Within the last year, we updated the entire policy	21%
Within the last 2-3 years	34%
Longer than 3 years ago	31%



Know Your People and Train Your Supervisors!



Annual Supervisor Training

- Two hours of alcohol and drug abuse training during their first year
- One hour of training each year thereafter

Goals for annual supervisor trainings

- Information concerning the recognition of evidence of employee alcohol and other drug abuse
- Documentation and corroboration of employee alcohol and other drug abuse
- Referral of employees who abuse alcohol or other drugs to the employer's EAP

Five Ways An Employer Can Test an Employee

Random

Post-Treatment

Pre-Employment

Post-Accident

Reasonable Suspicion

Reasonable Suspicion

- Drug testing that is required when a trained supervisor/employer has reasonable suspicion to believe that an employee has used alcohol and/or controlled substances.

Prescription/ OTC drugs

legally prescribed and appropriately used as instructed on the bottle(s)

- Withdrawal concerns while at work

How Employers Can Make a Difference

NSC found healthcare costs for employees who misuse or abuse prescription drugs are three times higher than for an average employee. Employers can take simple steps to protect themselves and their employees:

- Recognize prescription drugs impact the bottom line
- Enact strong company drug policies
- Expand drug panel testing to include opioids
- Train supervisors and employees to spot the first signs of drug misuse
- Treat substance abuse as a disease
- Leverage employee assistance programs to help employees return to work

The annual cost of untreated substance use disorder ranges from \$2,600 per employee in agriculture to more than \$13,000 per employee in information and communications.

Supervisors can play a unique
but important part in the
treatment & recovery of an
individual

Making A Commitment

We challenge you to make 3 commitments for change today!