

STATISTICS: MASS.GOV. AS OF NOVEMBER 2019

January through September:

- Confirmed opioid/opiate deaths 1091 + 332-407 estimated.
 - 93% positive for fentanyl.
 - 42% positive for cocaine.
 - 33% positive for benzodiazepines.
 - 24% positive for heroin.
 - 7% positive for amphetamines.

US opioid related deaths:

- 2017: 70,237.
- 2018: 68,557.
- 2019: Increases in:
 - CT, MA, NH, ME.
 - IL, IN, OH.
 - MD.

As of 2017:

- Alcohol, tobacco & drug abuse costs >\$700 B/yr.
- Annual cost of therapy: ~\$2B/yr.
- NOW: Opioid epidemic alone \$500B/yr.
- Federal allocations **2018**: \$4.6B to fight opioid crisis.
- State allocations: OH \$1B, NJ \$200M, MN \$12M.

Addiction from all drugs kills more people in one year than 27 years of WWI, WWII, & Vietnam combined.

~ Darryl Inaba, Pharm.D, CATC-V, CADC-III

IMPACT ON THE WORKPLACE

- 3-7% of workforce use illicit drugs daily.
- 13.2M/79.6% of illicit drug users employed.
- 70% of drug addicts are white; most well educated, earn over \$50,000/yr.
- 20.4M substance abusers/ dependents; 12.3M employed full time; well >1M employed part time.

SUDS IMPACT ON THE WORKPLACE

- On-the-job accidents 3-4x greater than the norm.
- 3x average amount of sick benefits paid out.
- 5x more likely than non-users to file workers compensation claims.
- Absenteeism up to 16x greater than average employee.
- Estimated price tag for lost productivity: >\$81.6B annually.

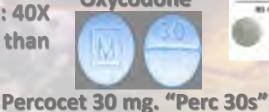




Fentanyl: 40X stronger than heroin



Oxycodone



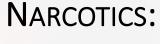


Oxycontin

E754

E795

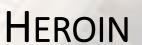
Oxymorphone (Opana)



OPIATES-NATURAL OPIOIDS-SYNTHETIC



Carfentanil/W18: 10,000X stronger than morphine, 100X stronger than fentanyl



Codeine cough syrups



Gray Death: combo fentanyl, carfentanil, U4, heroin (others)



Black tar heroin



Texas "cheese" heroin





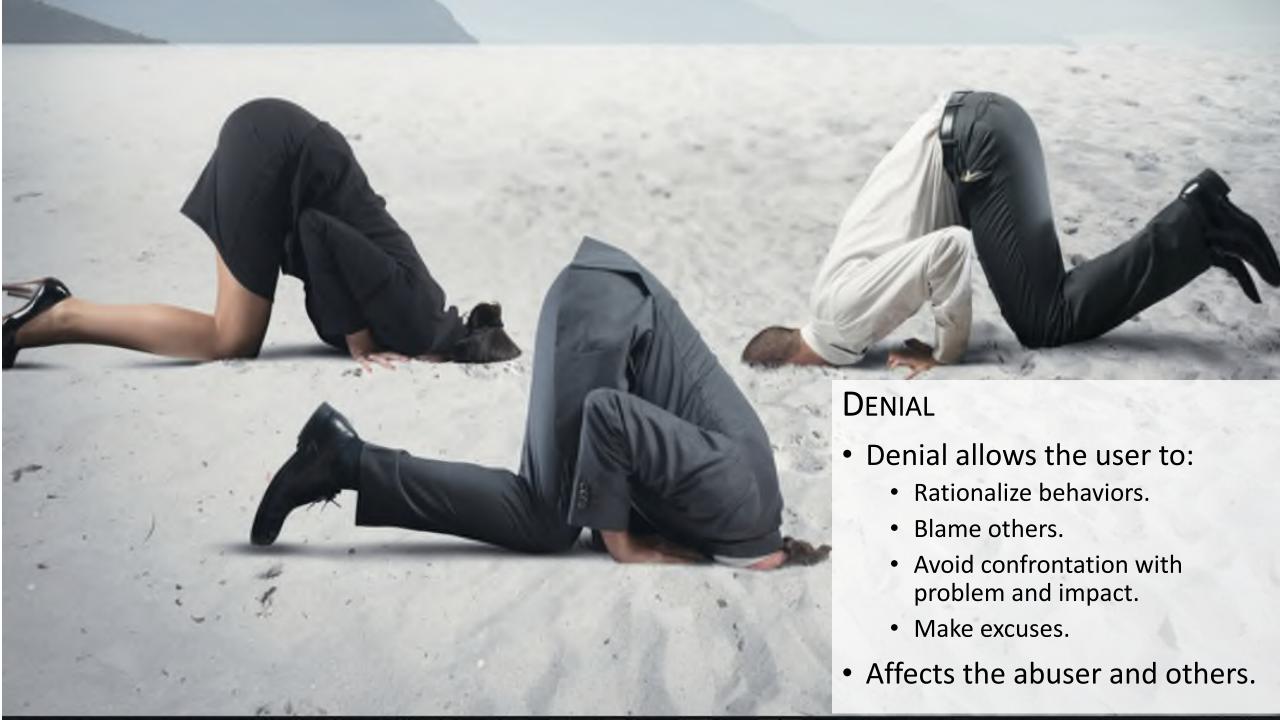


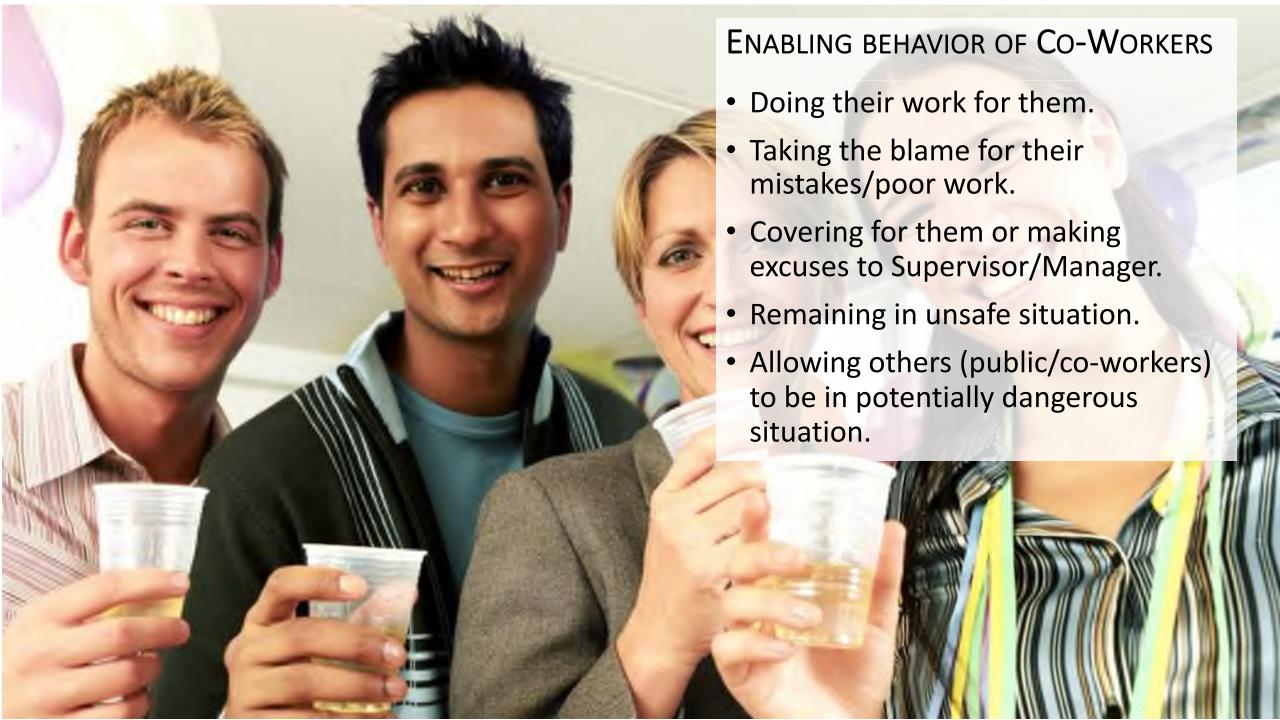












<12% of people needing treatment</p>
receive it.
90% of employees offered treatment
will accept it.

ENABLING BEHAVIOR OF SUPERVISORS

- Ignoring signs and symptoms of potential problem.
- Assigning others to do employee's work.
- Covering up or ignoring poor performance.
- Putting off performance appraisal discussion.
- Having "off the record" discussions.

WHAT EMPLOYERS CAN DO

- Educate yourself, staff, employees.
- Utilize your EAP.
- Provide a testing program.
- Provide support for treatment.
- Observe, document, act.
- Make Narcan readily available.

NARCAN (NALOXONE HYDROCHLORIDE)



2 mg. dose nasal spray

4 mg. dose nasal spray





Injectable



EpiPen-like injectable

BRAIN DISEASE

Courtesy of Daniel Amen, MD via Darryl Inaba, PharmD., CATC-V, CADC III

Normal Brain



Heroin Addict (7 yr)





OPIATE SIGNS & SYMPTOMS

- Euphoria.
- Lethargy.
- Drowsiness.
- Confusion.
- Constricted or dilated pupils.
- Flushing of skin on face, chest and neck.
- Slurred speech.
- Lack of coordination.
- Tremors, chills, shakes (withdrawal).
- Agitation , hallucinations (withdrawal).



EMPLOYEE SHOULD DISPLAY MORE THAN ONE OF THESE SIGNS & SYMPTOMS:

RECOGNIZING IMPAIRMENT (APPEARANCE, BEHAVIOR, CONDUCT, BREATH/BODY ODOR)

PHYSICAL:

- Runny nose with raw, red nostrils.
- Rash around nose or mouth.
- Excessive sweating.
- Eyes that are: puffy; red or blood-shot, bleary, glazed; pupils too dilated; pupils too constricted; drooping eye-lids.

RECOGNIZING IMPAIRMENT (APPEARANCE, BEHAVIOR, CONDUCT, BREATH/BODY ODOR)

BEHAVIOR:

- Staggered gait.
- Slurred speech.
- Confused, rambling and/or rapid speech.
- Overuse of gum or breath fresheners.
- Giddiness or uncontrolled laughter.

EMPLOYEE SHOULD DISPLAY MORE THAN ONE OF THESE SIGNS & SYMPTOMS:

RECOGNIZING IMPAIRMENT (APPEARANCE, BEHAVIOR, CONDUCT, BREATH/BODY ODOR)

RECOGNIZING IMPAIRMENT (APPEARANCE, BEHAVIOR, CONDUCT, BREATH/BODY ODOR)

CONDUCT:

- Work at inappropriate, erratic pace.
- Difficulty with tasks.
- Difficulty maintaining attention.
- Failure to follow instructions.
- Intense fatigue.
- Wide mood swings.
- Sudden aggressive/violent reactions.
- Intense fatigue.

BODY ODOR:

- Odor of alcoholic agents on breath.
- Chemical smell on clothes or breath.
- Odor of burned-rope on skin, hair, clothes or in person's room.



WORK PERFORMANCE PROBLEMS

- Excessive absenteeism.
- Decreased work production.
- Inconsistent quality of work.
- Decreased motivation.
- Missed deadlines.
- Wastes materials.
- Repeated errors.
- Unreliable behavior.
- Poor judgment & decision-making.
- Difficulty handling complex situations.
- Difficulty recalling instructions.
- Lapses in concentration.
- Improbable excuses.
- Frequent absences from work area.

HEALTH & SAFETY

- Ignores safety rules & regulations.
- Frequent trips to medical department.
- Frequent complaints of flu, stomach conditions, headaches.
- Takes risks & unnecessary chances.
- Repeated accidents/near accidents.
- Accidents off the job, but affecting work performance.
- Damage to equipment, machinery, materials.

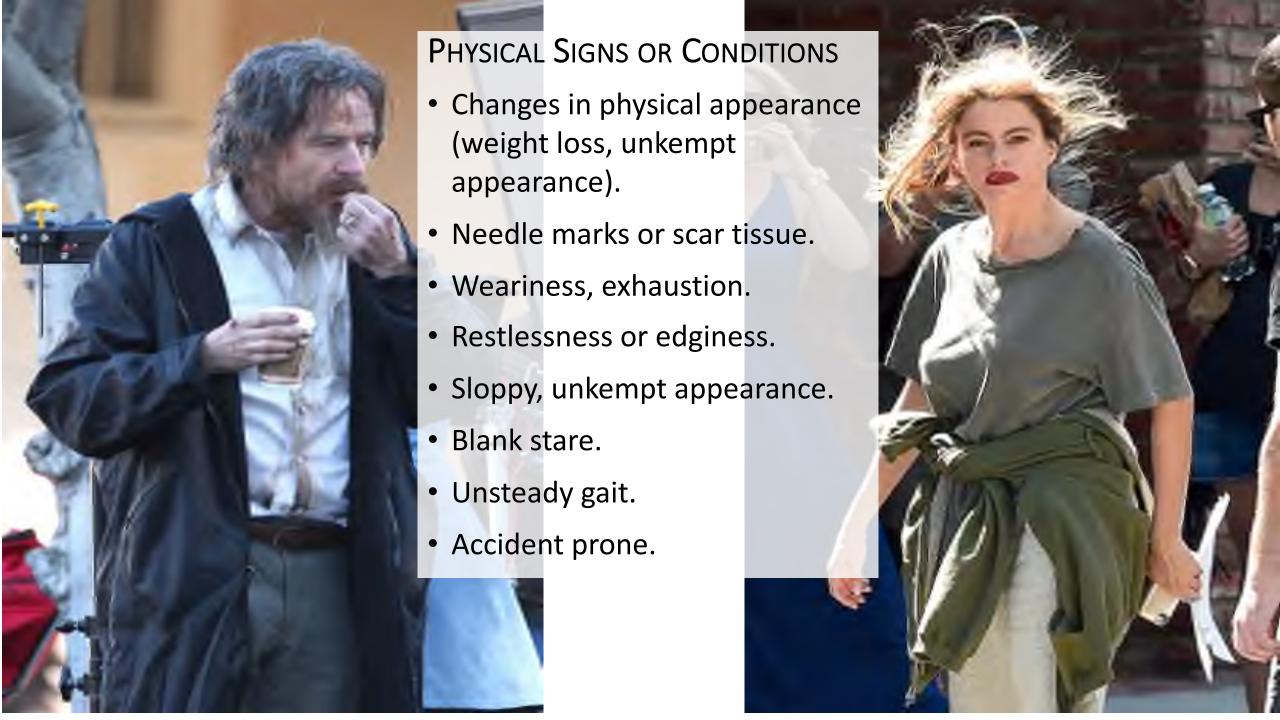


DIFFICULTY WITH RELATIONSHIPS

- Avoids co-workers.
- Emotionally withdrawn and isolates self.
- Complaints from co-workers.
- Conflicts with co-workers.

PERSONALITY CHANGES • Overreacts to real or imagined criticism.

- Wide swings in mood.
- Refuses to recognize poor attitude, blames others.
- Overly critical of others.
- Quick to raise temper.
- Argumentative.
- Becomes hostile, aggressive.



REASONABLE SUSPICION (DOT)

Reasonable Suspicion means suspicion based on specific personal observations that can be clearly described concerning the appearance, behavior, speech, or breath/body odor of the employee.

- Observations must be specific and contemporaneous.
- Third party observations alone do not count.

REASONABLE SUSPICION (DOT)

- Step One: OBSERVE:
 - Involve another supervisor per policy/regulations.
- Step Two: REMOVE from safety sensitive function:
 - Engage in conversation to assess speech or disturbances in thought.
- Step Three: Determine if you have "Reasonable Cause/Suspicion":
 - Under the law/your policies.
- Step Four: SEND for testing as appropriate.
- Step Five: DOCUMENT.
- Step Six: REFER to SAP per law/policies.
- Step Seven: FOLLOW all SAP recommendations.
- Step Eight: CONTINUE to monitor.