



**NGA**  
NATIONAL GLASS ASSOCIATION WITH GFAA

# Straight Talk: Addiction Treatment & Recovery

Dave Argus; Karas & Karas Glass (South Boston)  
Cal Beyer; representing SAFE Project  
March 4, 2024

## Cal Beyer, CWP



- Over 30 years professional experience in risk management, safety & wellness
- Helped launch the mental health & suicide prevention movement in the AEC industry
- Appointed to Executive Committee of National Action Alliance for Suicide Prevention (since 2016)
- Serves on Advisory Boards for Goldfinch Health, MindWise Innovations, Youturn Health & Suicide Prevention Resource Center
- Strategic partner with SAFE Project (*Stop the Addiction Fatality Epidemic*)
- Frequent presenter at industry events & regular contributor to industry publications



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## Dave Argus



- Operations Director of the Contract Division for Karas & Karas Glass in South Boston.
- Founded the Boston Phoenix Foundation, an organization that connects people in recovery with careers in the building trades.
- The Foundation and Karas & Karas created a recovery supportive workplace.
- *ENR* named Argus a Top 25 Newsmaker in 2021 for his work providing support to persons with addiction and those in recovery.
- Partners with Building Trades Recovery Week in New England
- *Thinker. Talker. Do-er. Leader.*



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## Learning Objectives

1. Identify the challenges of behavioral health on organizational and project performance
2. Learn how lived experience stories of personal recovery journeys reduce stigma reduction, promote active care seeking, and reinforce hope
3. Discover the benefits of straight talk with employees about substance use disorder and addiction treatment and recovery
4. Share resources to expand knowledge on recovery and naloxone



*A human can live:*

*4 weeks without food....*

*4 days without water....*

*4 minutes without air....*

*BUT only 4 seconds without hope....*

Essence of Hope

Ray Stenglein  
AFSP of MN Volunteer



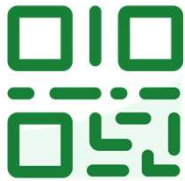
**CFMA Building Profits**

**March/April 2022**

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<https://cfma.org/articles/waging-a-counterattack-on-opioids-first-dose-prevention-strategies-for-the-workplace-and-at-home>

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#2201926**

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In 1-2 words, describe how you're feeling about today's session on addiction treatment & recovery?

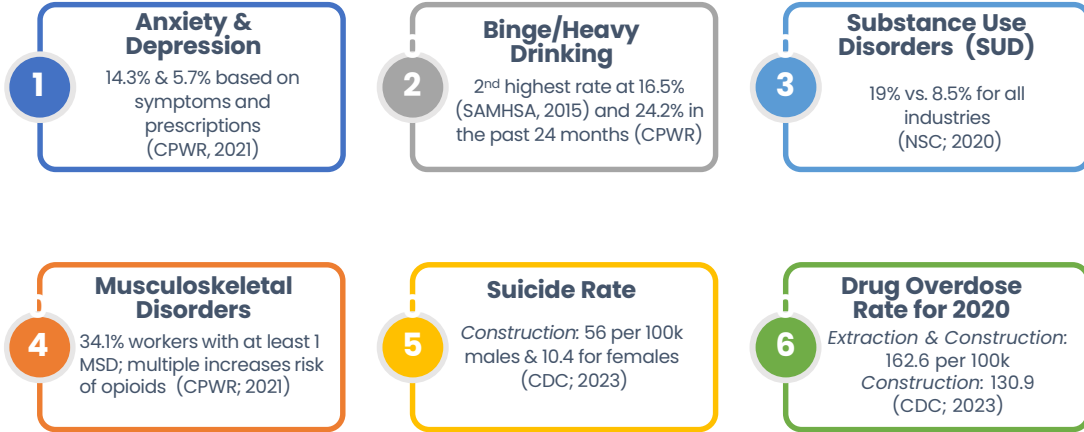
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## Rising Workforce Risk



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## Behavioral Health Data Points: Extraction & Construction Industries



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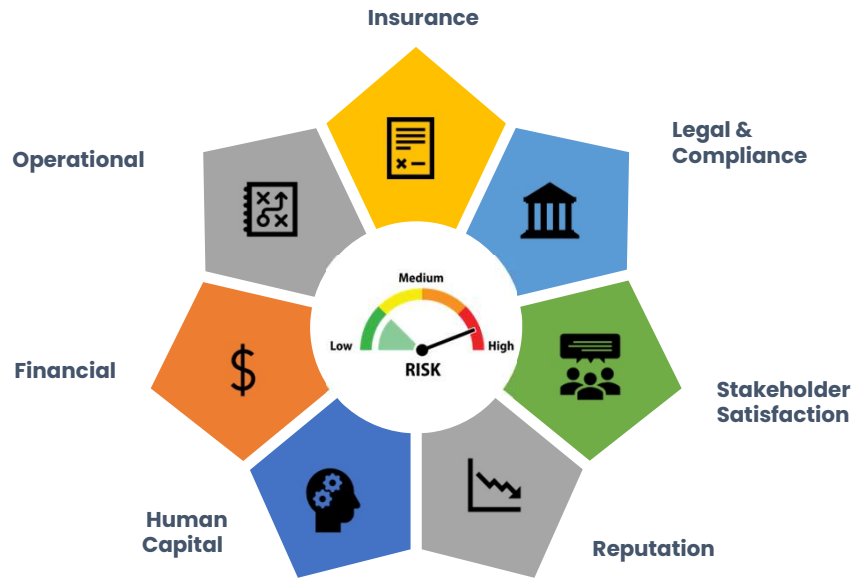
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When you hear the words "opioid crisis" what do you think of...?

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## Risks Activated by Behavioral Health



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Has your organization been impacted by opioids?

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How has your organization been impacted by opioids?

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2017 Princeton Economist Alan Krueger first reports impact of opioids on labor rate participation:

- Up to 43% decline among males and 25% among females between 1999-2015
- In 2015, 2 million men between ages 25-54 took daily opioid pain medication

BROOKINGS

## The economic impact of the opioid epidemic

Julia Paris, Caitlin Rowley, and Richard G. Frank  
April 17, 2023



## Why Substance Misuse is a Workplace Issue



- Substance misuse and substance use disorders contributes to absenteeism, presenteeism, decreased productivity, safety and quality incidents, turnover, schedule pressures, and profit fade
- Approximately 70% of persons with SUD are in the workplace (National Survey on Drug Use and Health; NSDUH)
- Quest Diagnostics reports positive drug tests hit a 21-year high in 2022
- National Safety Council reports 70% of workplaces have been impacted by opioid crisis
- 2022 was 10th consecutive annual increase from unintentional overdose from nonmedical use of drugs and alcohol (9.5% of total fatalities; BLS CFOI)

## Organizational Consequences of Substance Misuse



- Absenteeism and tardiness
- Lost productivity
- “Presenteeism”
- Turnover and retraining costs
- “Near hits” and safety incidents
- Potential workers’ compensation claims and Serious Injuries & Fatalities (SIFs)
- Increased healthcare claim costs
- Quality issues and upset customers
- Schedule and sequencing pressures

## Human Consequences of Substance Misuse

- Shame and low self-esteem
- Deteriorating life quality
- Damaged family and relationships
- Legal problems
- Risk of job loss and employee health insurance
- Comorbid chronic health conditions
- Financial instability
- Risk of return to use (relapse) with a potential for overdose

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**I have personal experience with  
substance misuse or Substance  
Use Disorder (SUD)?**

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**The behavioral health challenges I'm most concerned about in my organization are:**

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**At your company, have you seen or experienced an employee struggling with substance misuse or substance use disorder?**

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At my organization, we've been normalizing the conversation to support employees and family members seeking treatment and recovery support by:

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## Traditional Methods are Ineffective



- Substance misuse is the “elephant in the room”
  - Can’t sweep it under the carpet or ignore it!
- Drug testing policies and drug-free workplace programs are not sufficient to address workplace substance misuse
- Stigma towards substance misuse runs high and creates a barrier that keeps people from seeking help
  - Less than 10 percent of persons with substance use disorder receive help



## SAMHSA Working Definition of Recovery

*A process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential.*



## Elements of Recovery Capital

1. Physical safety and stability (job, food, shelter, transportation, etc.)
2. Self-esteem, internal motivation, and resiliency/hardiness
3. Purpose and spirituality
4. Access to information
5. Available social support (family, friends, employer/union, etc.)
6. Employee assistance programs (EAPs) or member assistance programs (MAPs)
7. Health insurance
8. A 12-step program and/or other community-based programs
9. Access to treatment, recovery, and other recovery support (community-based health programs, recovery community centers, recovery high schools and colleges, etc.)
10. Lifestyle changes and sober living practices
11. Peer support coaching



## Questions from Moderator



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**My organization has done Toolbox Talk (or other training) on risks of opioids and fentanyl?**

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**My organization has distributed drug deactivation products for at home disposal of leftover prescription opioid pills?**

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**My organization has stocked naloxone / Narcan  
in the workplace and on job sites?**

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**I'm familiar with the concept of Recovery-  
Ready (or-Friendly) Workplaces?**

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**Hearing lived experience testimonials increased my knowledge of addiction treatment & recovery?**

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**Hearing lived experience testimonials increased my empathy and understanding about addiction?**

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## Top Takeaways



1. Address the “elephant in the room” in our workplaces, jobsites and our homes
2. Commit to breaking down stigma to help create pathways toward recovery
  - 3 V’s of leadership: Visible, Vocal and Vulnerable
3. Learn about services and resources from your Employee Assistance Program and other health benefit programs
4. Share resources on recovery in the workplace for employees and families
5. Identify local resources in your communities/counties (governmental, social services, nonprofit organizations) to refer employees
6. Provide employee training on recovery first-aid
7. Educate employees and families about opioids, especially fentanyl
8. Evaluate how to stock naloxone/Narcan on jobsites

## Questions from Audience



## Contact Information

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## RESOURCES



## Alliance for Naloxone Safety in the Workplace



- Sample policies/procedures
- Standard training program
- Frequently Asked Questions.

<https://www.answ.org/>

## SAFE Project Opioid Prevention Partnership



### Stop the Addiction Fatality Epidemic (SAFE)

#### 4 Pillars of SAFE:

- Campuses
  - Communities
  - Workplaces
  - Veterans
- Network of solution providers

[www.SAFEProject.us](http://www.SAFEProject.us)



# No Shame Education Program

Take action as an advocate to combat and eliminate stigma!

**REQUEST THE PROGRAM TODAY!**



[www.safeproject.us/wp-content/uploads/2023/09/no-shame-education-one-pager-2023-v2.pdf](http://www.safeproject.us/wp-content/uploads/2023/09/no-shame-education-one-pager-2023-v2.pdf)



**Building Support for Workers Through Recovery Friendly Workplaces**

**CFMA Building Profits**

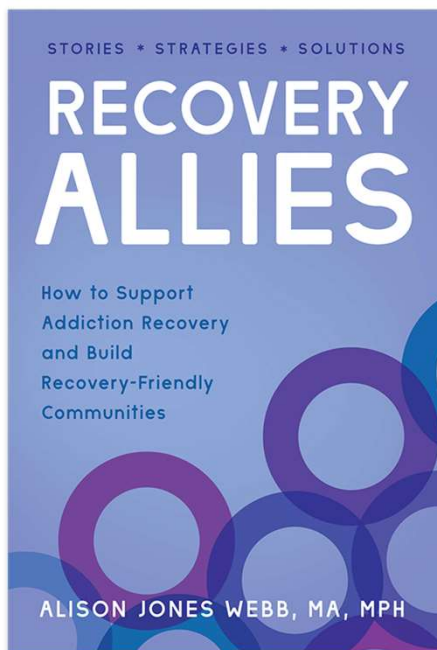
**Nov/Dec 2022**

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<https://cfma.org/articles/building-support-for-workers-through-recovery-friendly-workplaces>



**Subscription for your home or office:**  
<https://journey-magazine.com/from-us-to-you/>



Learn how to help and encourage people in recovery and their loved ones.

Support people in all stages of recovery to build a recovery-friendly community.

Real-world solutions and evidence-based strategies to support people in recovery.

Celebrates the lives of the 23 million Americans living in recovery from substance use disorder.

<https://www.alisonjoneswebb.com/>

## Recovery-Ready Workplace Resource Hub

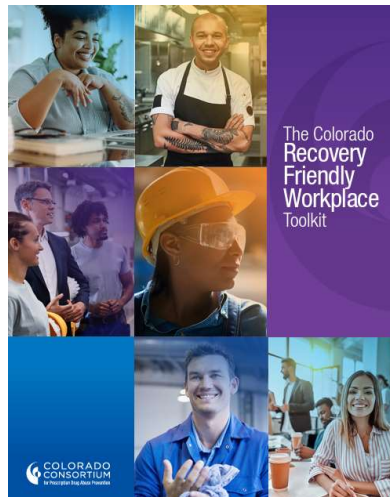
### What is a Recovery-Ready Workplace?

**Recovery-Ready Workplaces adopt policies and practices that:**

- expand employment opportunities for people in or seeking recovery;
- facilitate help-seeking among employees with substance use disorder (SUD);
- ensure access to needed services, including treatment, recovery support, and mutual aid;
- inform employees in recovery that they may have the right to reasonable accommodations and other protections that can help them keep their jobs;
- reduce the risk of substance misuse<sup>1</sup> and SUD, including through education and steps to prevent injury in the workplace;
- educate all levels of the organization on SUD and recovery, working to reduce stigma and misunderstanding, including by facilitating open discussion on the topic; and,
- ensure that prospective and current employees understand that the employer is recovery-ready and are familiar with relevant policies and resources.

<https://www.dol.gov/agencies/eta/RRW-hub>

## Colorado Recovery-Friendly Workplace Toolkit



**Health Links®**

 colorado school of public health

**Center for Health, Work & Environment**

<https://coloradosph.cuanschutz.edu/research-and-practice/centers-programs/chwe/practice/health-links>

<https://corxconsortium.org/wp-content/uploads/Colorado-Recovery-Friendly-Workplace-Toolkit-2022.pdf>