

**WORKPLACE WELLNESS  
MEANS WHOLE  
FAMILY HEALTH**



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**Today's Objectives**

- What's trending in contemporary marijuana products that target children
- Understand the impact of Substance Use Dependence on Families
- Recognize how the Workplace is Impacted
- How Employers May Foster Workplace Wellness

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**HOW WORKPLACES ARE  
TYPICALLY IMPACTED BY  
EMPLOYEE DRUG USE**





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### Employees and Illicit Drug Use

- 9.1% of F/T employees are illicit drug users
- 13.7% of P/T employees are illicit drug users



NDASA

<http://www.samhsa.gov/data/sites/default/files/NSDUHresultsPDFWHHTML2013/WebNSDUHresults2013.pdf>

ITVA **courage**

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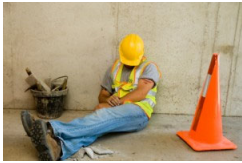
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### Substance Use Does Not Equal “SAFE”

- Substance abusers are five times more likely to file a worker’s compensation claim.
- Roughly 35% of the industrial injuries that take place in the U.S. involve drugs or alcohol.
- Substance abusers are 33% less productive on the job.
- Absenteeism among substance abusers is significantly higher.



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### Workplace Drug Use


F/T workers age 18-49 who currently use illicit drugs, report they have:

- Worked for 3 or more employers in the past year
- Voluntarily left an employer in the past year
- Were fired by an employer in the past year

An Analysis of Worker Drug Use and Workplace Policies and Programs, SAMHSA

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### Workplace Drug Use

F/T workers age 18-49 who currently use illicit drugs, report they have:

- Taken an unexcused absence in the past month
- Requested early dismissal or time off
- Had absences of 8 days or longer & significantly increased tardiness

 An Analysis of Worker Drug Use and Workplace Policies and Programs, SAMHSA 

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### Workplace Drug Use

- 44% sold drugs to other employees
- 64% admitted that drugs adversely affected their job performance
- 18% had stolen from co-workers to support their drug habit

<http://www.dol.gov/eaws/asp/drugfree/benefits.htm>

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### Workplace Drug Use

- Operating machinery under the influence of alcohol or drugs is clearly high-risk.
- Danger also increases when reflexes or judgment are compromised to any degree by drugs or alcohol.
- Substance abusers are responsible for 40% of all industrial fatalities.

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**Workplace Marijuana Use**

- 55% more industrial accidents
- 85% more injuries
- 75% more absenteeism

Crites-Leoni, Abbie. "Medicinal Use of Marijuana: Is the Debate a Smoke Screen for Movement Toward Legalization?" *Journal of Legal Medicine* (1998): 273-280. Journal.





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**Economic Impact**

**Employee substance use costs U.S. businesses over \$400 billion per year in lost revenue.**

**Small businesses can lose up to \$7,000/month in lost productivity, employee turnover, absenteeism and tardiness.**

www.nida.gov




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**BIG MARIJUANA TARGETS CHILDREN**





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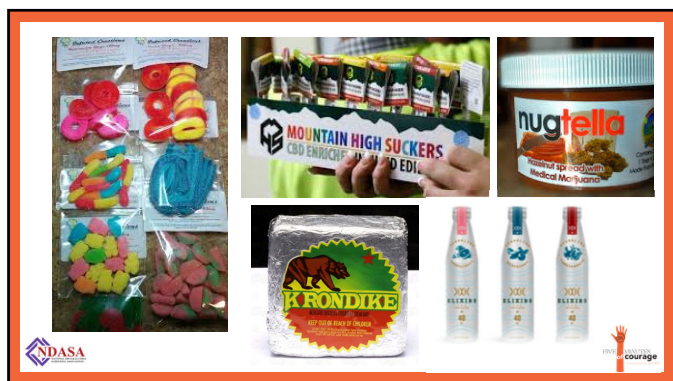
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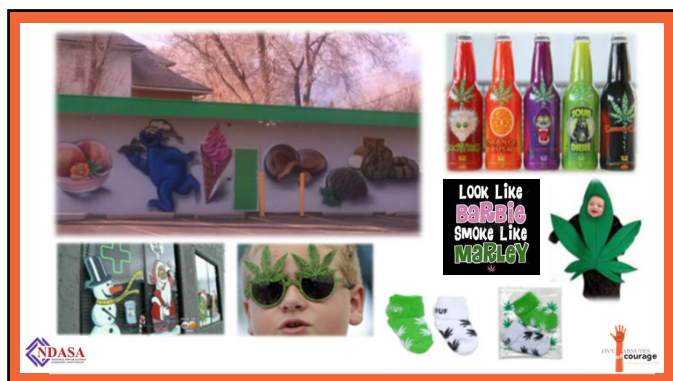
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### Harms to Youth

Increased youth use by volume and frequency of use	Younger age of onset use	Child poisonings from ingestion	School drug violations & higher drop-out rates
Increases inability to complete education	Greater mental health challenges/psychotic breaks	Depression & anxiety	Driving while impaired, increased car crashes/fatal incidents
Higher suicide rates	More welfare dependence later in life	Lowers IQ Points	Permanent Brain Structure Change

SOURCES: Colorado Department of Public Health and Environment (CDPHE) Violent Death Reporting System; National Survey on Drug Use and Health, SAMHSA; Colorado Department of Education, CDPE Monitoring the Health Concerns Related to Marijuana in Colorado, 2016; NHTSA Fatality Analysis Reporting System (FARS); Colorado Department of Transportation

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## HOW FAMILIES ARE IMPACTED

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### Family Effects from Substance Use

The **effects of substance abuse** frequently extend beyond the nuclear **family**.

Extended **family** members may experience feelings of abandonment, anxiety, fear, anger, concern, embarrassment, or guilt.



Center for Substance Abuse Treatment, Substance Abuse Treatment and Family Therapy, Rockville (MD), Substance Abuse and Mental Health Services Administration (US), 2004. (Treatment Improvement Protocol (TIP) Series, No. 39.) Chapter 2 Impact of Substance Abuse on Families. Available from: <https://www.ncbi.nlm.nih.gov/books/NBK44258/>

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### Family Effects from Substance Use

- Economic stress, financial problems
- Could be abuse, violence in the home
- Single parent families are extremely impacted, often without a support system
- Siblings of the child can act out
- Feel trapped while caring for the SUD
- Emotionally numb/overwhelmed



Center for Substance Abuse Treatment, Substance Abuse Treatment and Family Therapy, Rockville (MD), Substance Abuse and Mental Health Services Administration (US), 2004. (Treatment Improvement Protocol (TIP) Series, No. 39.) Chapter 2 Impact of Substance Abuse on Families. Available from: <https://www.ncbi.nlm.nih.gov/books/NBK44258/>

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### Family Effects from Substance Use

- Neighbors, friends, extended family are impacted
- Social isolation is common due to shame, stigma, fear, stress, etc.
- Lack of coping skills – stress management may be unhealthy
  - There could be secondary substance abuse/self-medication to cope
  - Familial relationships could be volatile
- Other health issues could arise from the stress
  - Unhealthy eating/weight management issues
  - Stress-related illnesses – autoimmune issues, etc.
- Over-sensitivity to others who use medications or drink socially



Center for Substance Abuse Treatment, Substance Abuse Treatment and Family Therapy, Rockville (MD), Substance Abuse and Mental Health Services Administration (US), 2004. (Treatment Improvement Protocol (TIP) Series, No. 39.) Chapter 2 Impact of Substance Abuse on Families. Available from: <https://www.ncbi.nlm.nih.gov/books/NBK44258/>

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### Family Patterns

- Negativism, downbeat, crises-centered
- Inconsistent
- Denial, depression
- Anger, resentment
- Lack of self-care/neglectful of health
- Co-Dependence
- Loss/death/grief



Center for Substance Abuse Treatment, Substance Abuse Treatment and Family Therapy, Rockville (MD) Substance Abuse and Mental Health Services Administration (US), 2004. (Treatment Improvement Protocol (TIP) Series, No. 39) Chapter 3 Impact of Substance Abuse on Families. Available from: <https://www.ncbi.nlm.nih.gov/books/NBK43038/>

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### HOW WORKPLACES ARE IMPACTED





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### Behaviors Impacting Work Performance

- Loss of work time to deal with the SUD family member
- Unable to put in for promotions or commit to professional development because they are facing/expecting the next crises
- Depression/anxiety
- Irritability
- Feeling overwhelmed, unmotivated, unfocused
- Tired due to lack of sleep
- Racing thoughts, constant worry



<https://www.hseiri.gov.uk/articles/drugs-and-alcohol-workplace>

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### Behaviors Impacting Work Performance

- Controlling due to lack of trust
- Low self-esteem, insecurity, lack of professional confidence
- Excessively compliant to avoid conflict/rejection
- Over-sensitivity to disruptions
- Misplaced loyalty to those who do not deserve it
- Problems with memory or concentration
- Bad decision-making



Center for Substance Abuse Treatment, Substance Abuse Treatment and Family Therapy, Rockville (MD), Substance Abuse and Mental Health Services Administration (US), 2004. [Treatment Improvement Protocol (TIP) Series, No. 39.] Chapter 2 Impact of Substance Abuse on Families. Available from: <https://www.ncbi.nlm.nih.gov/books/NBK44948/>

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### Behaviors Impacting Work Performance

- Unreliability due to cycles of drama related to the substance use disorder
- Inability to learn new tasks, due to stress and distraction
- Inflexibility, fear of change & innovation
- Hopelessness
- Fear-based responses
- Stress/mental health decline



Center for Substance Abuse Treatment, Substance Abuse Treatment and Family Therapy, Rockville (MD), Substance Abuse and Mental Health Services Administration (US), 2004. [Treatment Improvement Protocol (TIP) Series, No. 39.] Chapter 2 Impact of Substance Abuse on Families. Available from: <https://www.ncbi.nlm.nih.gov/books/NBK44948/>

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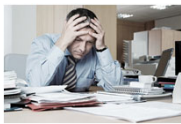
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### Behaviors Impacting Work Environment



There are everyday concerns with which colleagues of SUD sufferers have to contend. These everyday issues can lead to a serious decline in morale and a corresponding plummet in productivity.

If this culture is allowed to persist, it will produce a resentful, bitter and purely financially driven workforce, which is directly antithetical to healthy organizational growth.

- Absorbing their extra work
- Missing important deadlines because of their absenteeism
- Inability to effectively communicate with them on important projects



<https://www.corporatewellnessmagazine.com/article/the-impact-of-substance-use-disorder-on-professionals-and-their-employers>

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### Workplace Direct Costs Impact

- Employees with family members dealing with prescription pain medication addiction may face issues including:
  - Financial problems
  - Legal consequences
  - Time spent caregiving
  - Lost productivity at work because they are distracted by problems at home (known as "presenteeism")



<https://www.ner.org/work-safety/safety-issues/loss-at-work/loss-at-work.html>  
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### Workplace Direct Costs Impact

- Alcohol use disorder can affect family functioning and lead to physical and behavioral problems amongst caregivers.
- Studies have found that spouses of people with an AUD are at increased risk of:
  - Stressful life events
  - Medical disorders
  - Psychiatric disorders
  - Use more medical care services
- Employers may face higher health care costs if the family member is a dependent who receives coverage through the employer's health insurance plan.
- These data suggest it can be important for employers to consider the health care needs of family members as well as employees.



<https://www.ner.org/work-safety/safety-issues/loss-at-work/loss-at-work.html>  
<https://www.ner.org/work-safety/safety-issues/loss-at-work/loss-at-work.html>  
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### What NOT To Do

- Judge as a moral failure or parental incompetence
- Ignore a known problem creating catastrophic outcomes
- Make light of the situation
- Constant threats or termination, creates a toxic work environment
- Shame, blame, guilt-trip
- Avoid incentives and reward programs, due to expectations of failure
- Perpetuate/allow gossip and rumors amongst colleagues
- Promise to be a "2<sup>nd</sup> family" and then abandoned when in need



<https://www.corporatewellnessmagazine.com/article/the-impact-of-substance-use-disorder-on-professionals-and-their-employers>

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### Needed Support

- Get educated on the disease of addiction
- Avoid enabling
- Maintain a safety-first approach
- Educate employees on available medical plans/coverage, available leave options
- Support treatment programs with compassion
- Find affordable EAP plans



Center for Substance Abuse Treatment, Substance Abuse Treatment and Family Therapy, Rockville (MD); Substance Abuse and Mental Health Services Administration (US), 2004. (Treatment Improvement Protocol (TIP) Series, No. 39.) Chapter 2: Impact of Substance Abuse on Families. Available from: <https://www.ncbi.nlm.nih.gov/books/NB66458/>




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### Needed Support

- Therapy & Support Groups for family members of Substance Use Dependents
  - Al-Anon
  - Alateen
  - Co-Dependents Anonymous (CoDA)
  - Adult Children of Alcoholics
  - Adult Children Anonymous
  - Families Anonymous
  - Co-Anon
- Allow flexible work schedules & make-up workdays



Center for Substance Abuse Treatment, Substance Abuse Treatment and Family Therapy, Rockville (MD); Substance Abuse and Mental Health Services Administration (US), 2004. (Treatment Improvement Protocol (TIP) Series, No. 39.) Chapter 2: Impact of Substance Abuse on Families. Available from: <https://www.ncbi.nlm.nih.gov/books/NB66458/>




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### What an Employer CAN Do

- Support wellness plans
- Offer positive health incentives
- Foster in-house support groups at your facility
- Maintain a safe & drug-free workplace
- Find ways to support the drug-free community
- Get involved in community give-back/educational opportunities
- Promote compassion & understanding for the disease of addiction



Center for Substance Abuse Treatment, Substance Abuse Treatment and Family Therapy, Rockville (MD); Substance Abuse and Mental Health Services Administration (US), 2004. (Treatment Improvement Protocol (TIP) Series, No. 39.) Chapter 2: Impact of Substance Abuse on Families. Available from: <https://www.ncbi.nlm.nih.gov/books/NB66458/>

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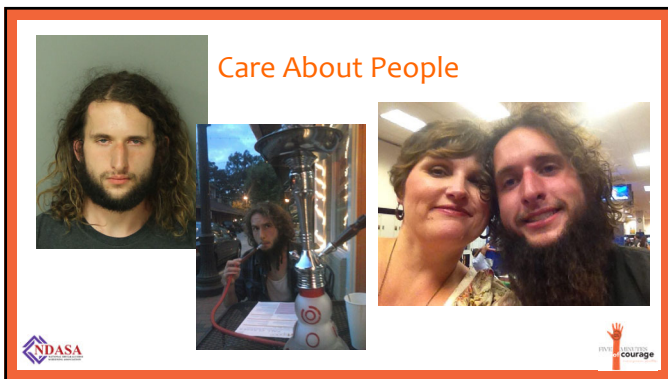
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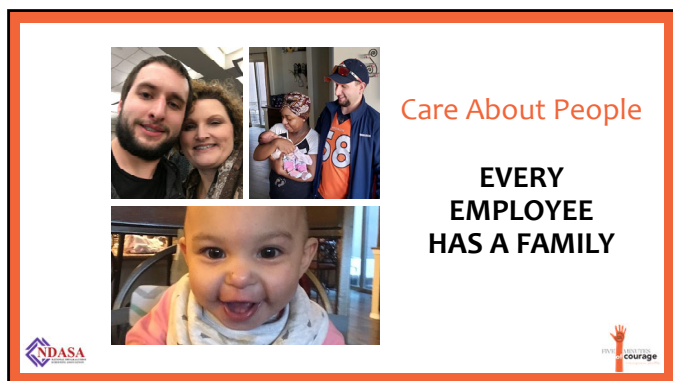
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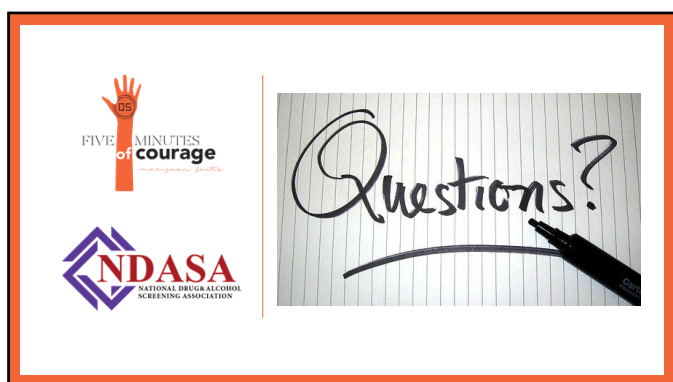
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