

An Innovative Solution to an Ever-Growing Problem

Presented by:

Jody Decarolis- Sr. Safety Manager, Dimeo Construction

Jerry Marcil- Owner CT Counseling and Wellness, Partner at CCW- EAP

Andrea Becker-Abbott- Partner at CCW-EAP

Ashley Dwyer- Members Assistance Program Coordinator, IUOE Local 478

Jody Decarolis

- Jody DeCarolis is a Sr. Site Safety Manager for Dimeo Construction Co. since 2006. This position requires on-site presence to enforce the accepted project safety program with the goal of minimizing all risk of workplace accidents and reducing the possibility of OSHA issued citations. Prior to joining Dimeo, Jody served as the Assistant Fire Chief/Fire Marshal and Construction Safety for Pfizer Global Research and Development in Groton, CT from 1979-2006. He has served many years as Vice President of the New London County Fire Marshal's Association, as Safety Officer for the Quaker Hill Fire Department, and as a member of the Waterford Ambulance Association. He has been certified by the State of Connecticut Fire & Safety Bureau; Certified Connecticut EMT; and has completed OSHA 500, 501, and 30-Hour Train-the-Trainer courses. He frequently act as a liaison between City and Town Building Officials and Fire Marshals and holds accreditations in both OSHA standards and NFPA codes.



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The Hard Cold Facts

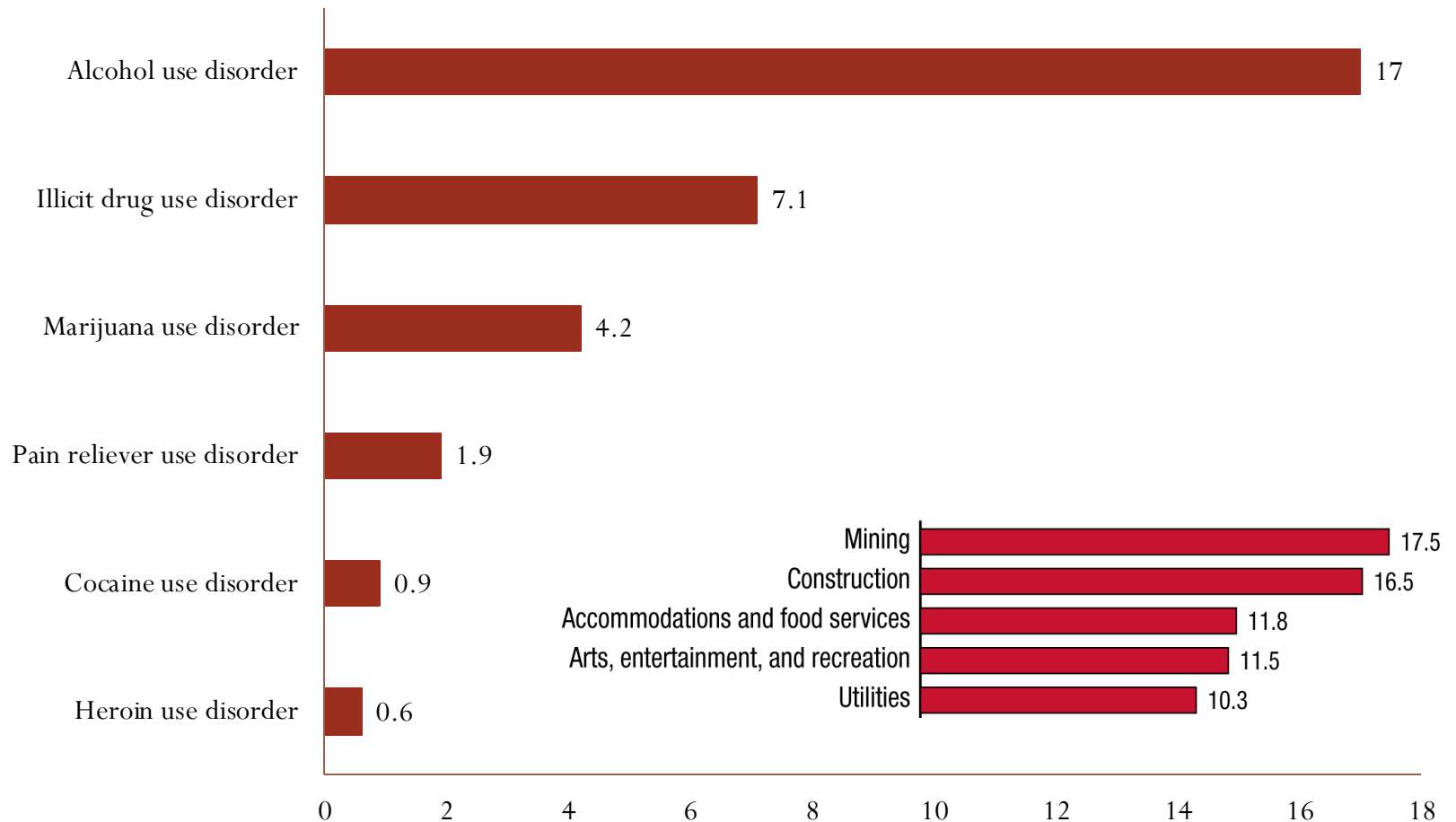


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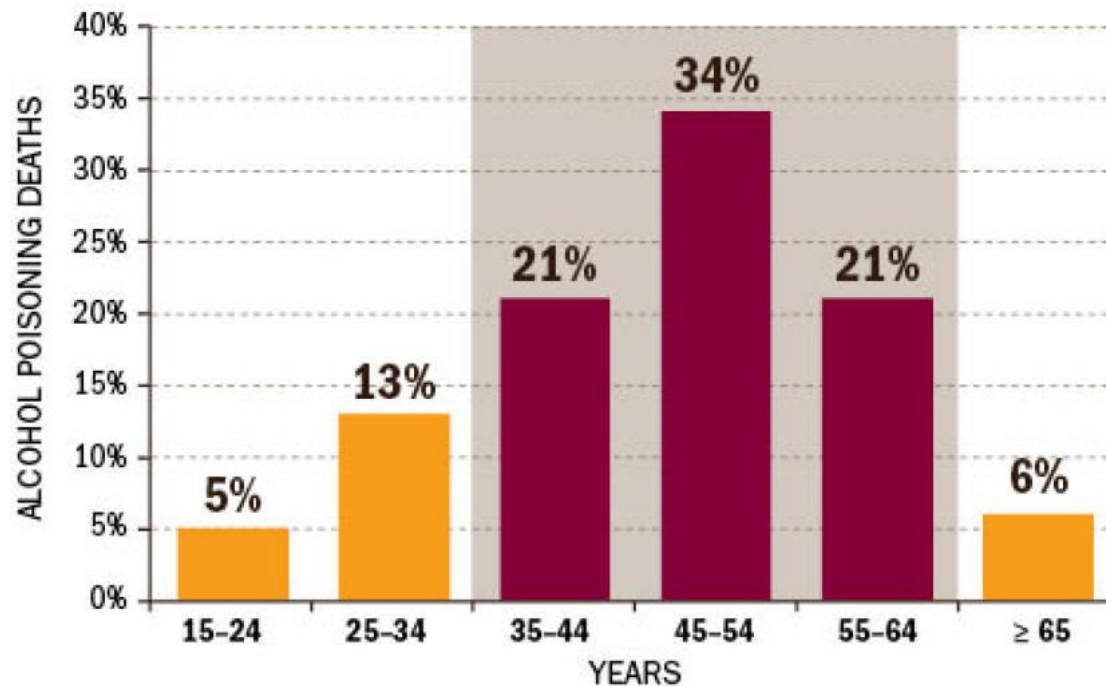
- Every 4 minutes, someone in the U.S. dies from drug or alcohol addiction – the equivalent of a jet crashing every day.
- 20 million Americans are suffering
- 23 million more are in recovery
- 1 in 3 households are personally impacted
- Addiction costs the U.S. \$442 billion every year. 70% of which comes directly from lost productivity in the private sector.

Credit: Facing Addiction

Alcohol Dependence or Abuse is the Most Commonly Reported Substance Abuse Disorder



Alcohol poisoning deaths are most common among middle aged adults



SOURCES: CDC Vital Signs, January, 2015. www.cdc.gov/vitalsigns.
National Center for Health Statistics Mortality Multiple Cause Files, 2010-2012.

From Prescription Drugs to Heroin

- Typical heroin addict starts using at 23
- Users were likely unwittingly led to heroin through painkillers prescribed by his or her doctor
- Heroin is usually cheaper than prescription drugs.
- Opiate pain medications cost the uninsured about \$1 per milligram; so a 60-milligram pill will cost \$60.
- You can obtain the equivalent amount of heroin for about one-tenth the price

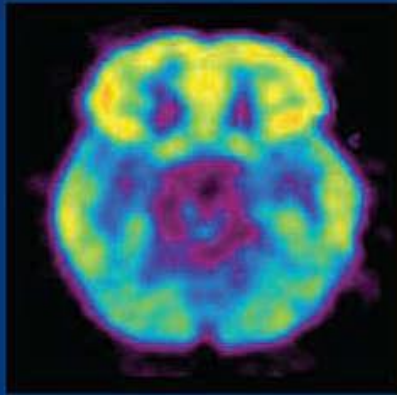
**4 out of 5
heroin users**



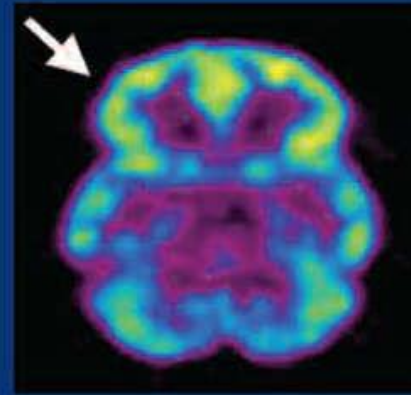
had previously used *painkillers.*

Source: White House Office of National Drug Control Policy

DECREASED BRAIN METABOLISM IN *PERSON WHO ABUSES DRUGS*



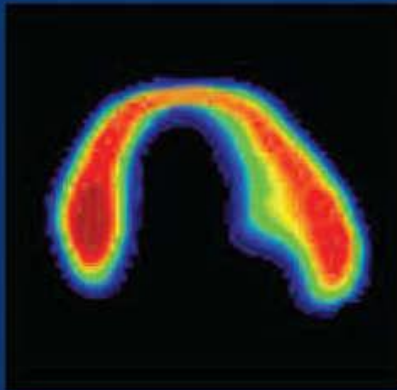
Healthy Brain



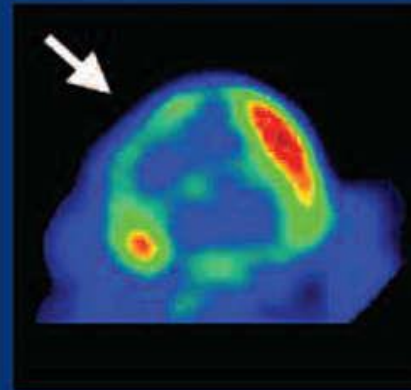
Diseased Brain/Cocaine Abuser



DECREASED HEART METABOLISM IN *HEART DISEASE PATIENT*



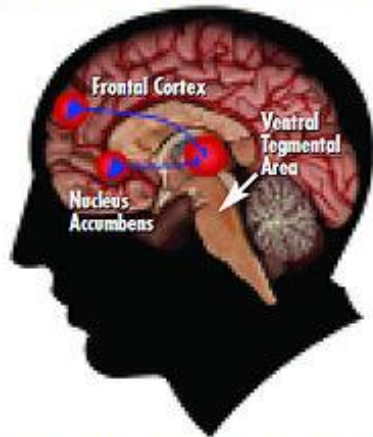
Healthy Heart



Diseased Heart

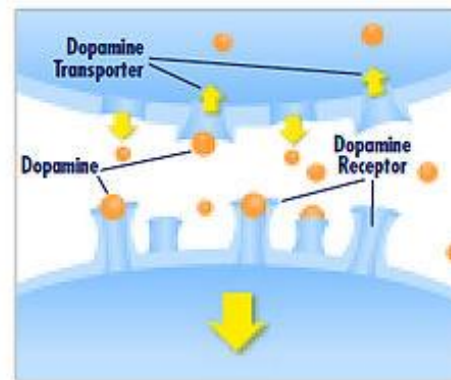
DRUGS OF ABUSE TARGET THE BRAIN'S PLEASURE CENTER

Brain reward (dopamine) pathways

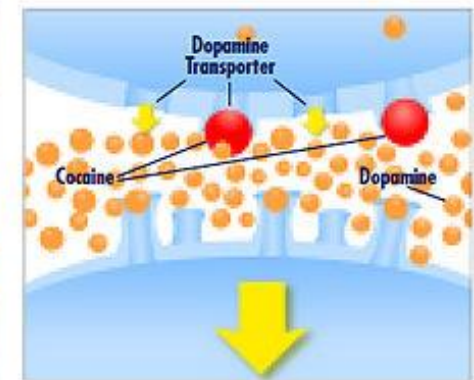


These brain circuits are important for natural rewards such as food, music, and sex.

Drugs of abuse increase dopamine



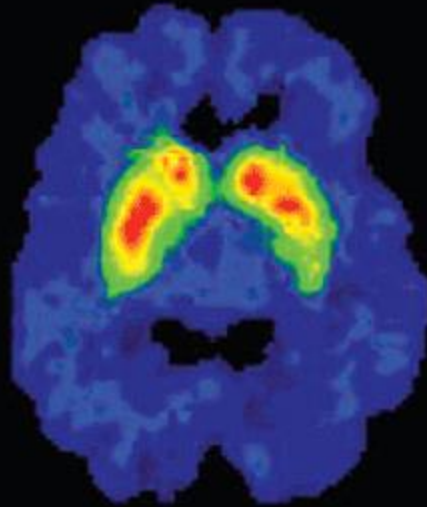
FOOD



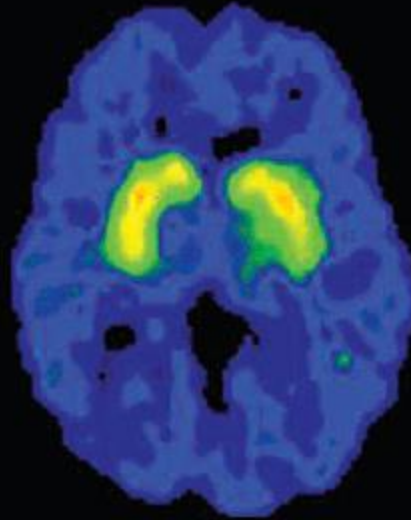
COCAINE

Typically, dopamine increases in response to natural rewards such as food. When cocaine is taken, dopamine increases are exaggerated, and communication is altered.

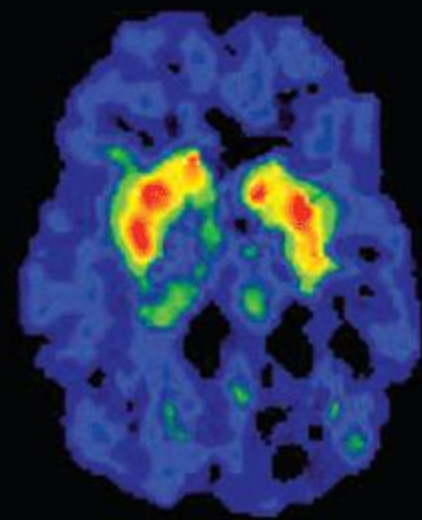
BRAIN RECOVERY WITH PROLONGED ABSTINENCE



Healthy Person

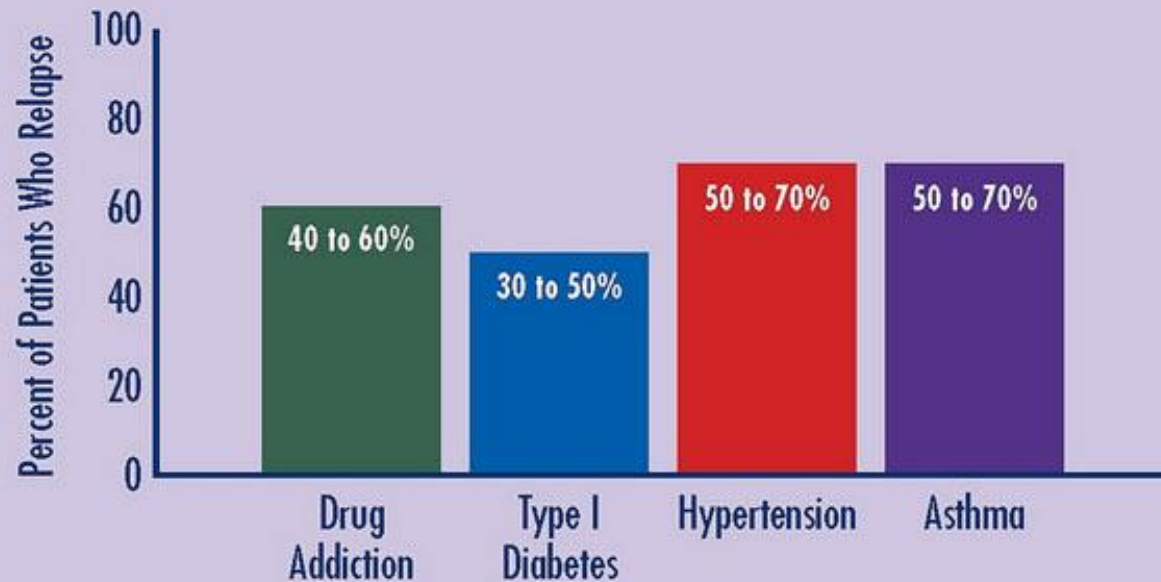


**METH Abuser
1 month abstinence**



**METH Abuser
14 months abstinence**

COMPARISON OF RELAPSE RATES BETWEEN DRUG ADDICTION AND OTHER CHRONIC ILLNESSES



Relapse rates for drug-addicted patients are compared with those suffering from diabetes, hypertension, and asthma. Relapse is common and similar across these illnesses (as is adherence to medication). Thus, drug addiction should be treated like any other chronic illness, with relapse serving as a trigger for renewed intervention.

Source: McLellan et al., JAMA, 2000.

What do HR Professionals Think?

- 67% believe SA (Substance Abuse) is one the most serious issues their companies face
- Only 22% of HR (Human Resource) professionals say their companies openly and proactively deal with employee SA issues
- 92% of HR professionals believe effective SA treatment increases employee productivity

What is an Employee Assistance Program (EAP) ?

- An EAP, or employee assistance program, is a confidential, short term, counselling service for employees with personal problems
- EAPs grew out of industrial alcoholism programs of the 1940's.
- EAPs should be part of a larger company plan to promote wellness that involves written policies, supervisor and employee training, and, where appropriate, an approved drug testing program.

What Should an EAP Consist of?

- Agree to cooperate
- Encourage employees to seek help
 - Privacy and confidentiality
 - Indemnified
 - Professionalism
- Paid training, etc. Provide an EAP
 - Confidential
 - Therapeutic Approach
 - Rehabilitative in design

EAP Versus MAP



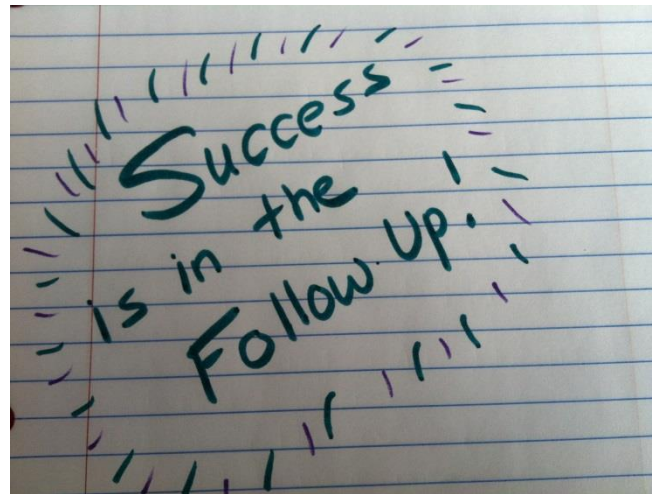
- External Programs are contracted on a per capita basis to provide assessment and referral
- Academic Professionals as staff



- Internal Programs are usually peer based and function within the union or corporation
- Staff are usually employees of the company and/or union

The Effectiveness of Follow- Up

- No Follow-up 33%
- Outpatient only 35%
- 12-step only 50%
- Outpatient and 12-step 58%



Relapse

Falling back into old patterns, actions and behaviours. Each relapse is met with new insights and knowledge leading to less frequency in setbacks.

Pre-Contemplation

Not thinking about or has rejected change.

Living in Harms Way

Contemplation

Thinking and talking about change. Seeks out support.

Tired of Living in Harms Way

Maintenance

Achieving positive and concrete developments with continuing and potentially little support.

Living Out Of Harms Way

Action

Taking positive steps by putting the plan into practice.

Gradually Moving Out of Harms Way

Planning

Planning what it would take to make change happen.

Strategizing How to Move Out of Harms Way



The logo features a stylized red icon of three people standing together. Below the icon, the text "YOU CAN" is written in a smaller, bold, sans-serif font. Underneath that, the words "STAGES OF CHANGE" are written in a large, bold, grey, sans-serif font.

YOU CAN
STAGES OF CHANGE

What is a Members Assistance Program? (MAP)

- Peer based program that provides confidential help, and referral services to Union Members in need.
- Examples of Lifestyle Issues that are Addressed:
 - Substance Abuse Disorders
 - Stress
 - Domestic Issues
 - Gambling Addiction
 - Legal Referral Services
 - Workplace Conflict Resolution
 - Emotional Change
 - Critical Incident Response

Components and Advantages

Components of MAP

- A healthy relationship between employee and employer
- Commitment from all parties involved
- A strong support system
- Continuing education
- Trust and confidentiality

Employer Advantages of MAP

- Increased productivity
- Increased longevity with the company (less training costs)
- Reduced complaints with management
- Reduced disciplinary problems
- Increased job stability
- Increased attitude of appreciation at work
- Lower healthcare costs

A Substance Free Workplace: A Proved Success

- **Employers who have implemented drug-free workplace programs have important experiences to share:**
 - Improvements in morale and productivity, and decreases in absenteeism, accidents, downtime, turnover, and theft.
 - Better health status among employees and family members and decreased use of medical benefits by these same groups.
 - Some organizations with drug-free workplace programs qualify for incentives, such as decreased costs for workers' compensation and other kinds of insurance.

An Innovative Solution is a Peer Support Program

- Peers are provided extensive education in basic counseling skills, facilitation, crisis management and ethics, and how to construct and implement outreach and follow-through activities
- Peer training is unique, and peers are able to grow and develop their individual hands-on skills
- Peers can be of assistance quickly (usually 8 to 12 hours of training to start): minimal time

Why the Change?

- The traditional approach was limiting our participants who were in need of immediate services
- Options were out of the control of the participant
- Support surrounding entrance and exit from care was minimal
- Workplace support system was ineffective
- We needed to ask ourselves, were we doing enough for our members suffering with impacting lifestyle issues?

After Investing in a Members Assistance Program

- Timing of communications and access to services is accelerated, especially relative to in patient services.
- MAP services enhance the role of the Union Office and the Benefit Fund Office in the participants recovery.
- MAP has a network of contacts ranging from other MAP counselors, health facilities, key personnel at health facilities, other union contacts, other employee benefit contacts etc.
- Employers want their talented union members back in the job- its too costly to start from scratch and they have been supportive of the LAP effort.

A Success

- <https://vimeo.com/163004936/c2bc728d8c>

This is the Way it Should be

- Joint effort between labor and management
- Better relationships with members, families and contractors
- Removing the stigma, getting our members help and then getting them back to work with proper treatment follow up
- An ever growing model that union official can be proud of

Questions?



Contacts

Ashley Dwyer

203-833-0194 / 203-745-6389

Jerry Marcil

203-596-7870

Andrea Becker-Abbott

203-596-7870