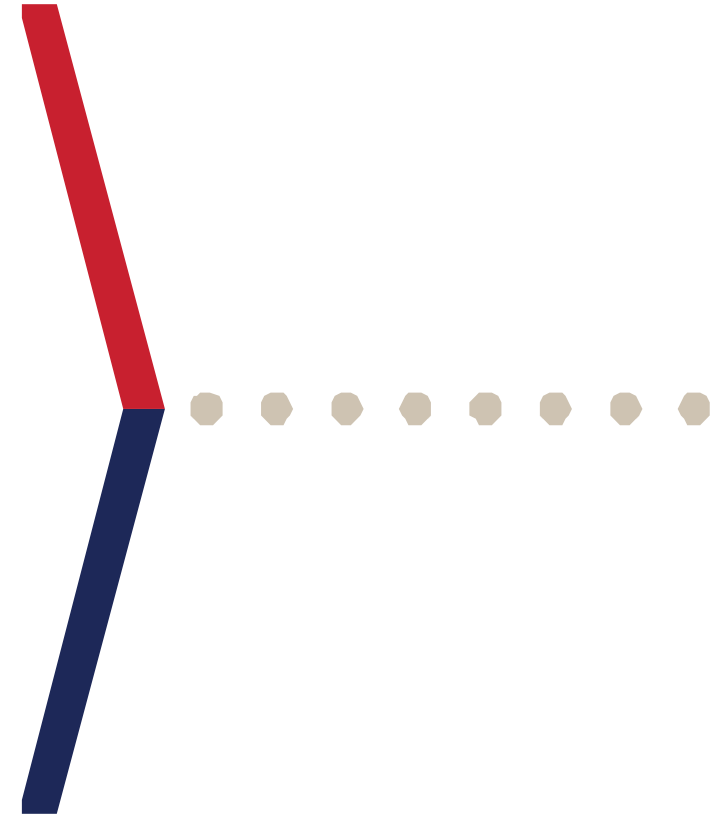


Making It Your Business:
Opioid Use and Abuse in the
Home Building Industry
Training for Members



NAHB's Commitment

- NAHB leaders recognize the extent of the nation's opioid epidemic and understands the home building industry is not immune to its effects.
- NAHB's Opioid Working Group decided to create resources and solutions as a complement to what government and health care are doing.
- ***NAHB is committed to addressing the opioid crisis among its workers.***





Making It Your Business

Opioid overdoses now claim more lives than car accidents each year. **The construction sector is #2 in all industries in addiction and has twice the national average number of employees with substance use disorders.**

So, why are you here?

- To make it your business—a call to action
- NAHB members must take action on opioid use and misuse in their associations to reduce and eliminate the affects of addiction in our industry.

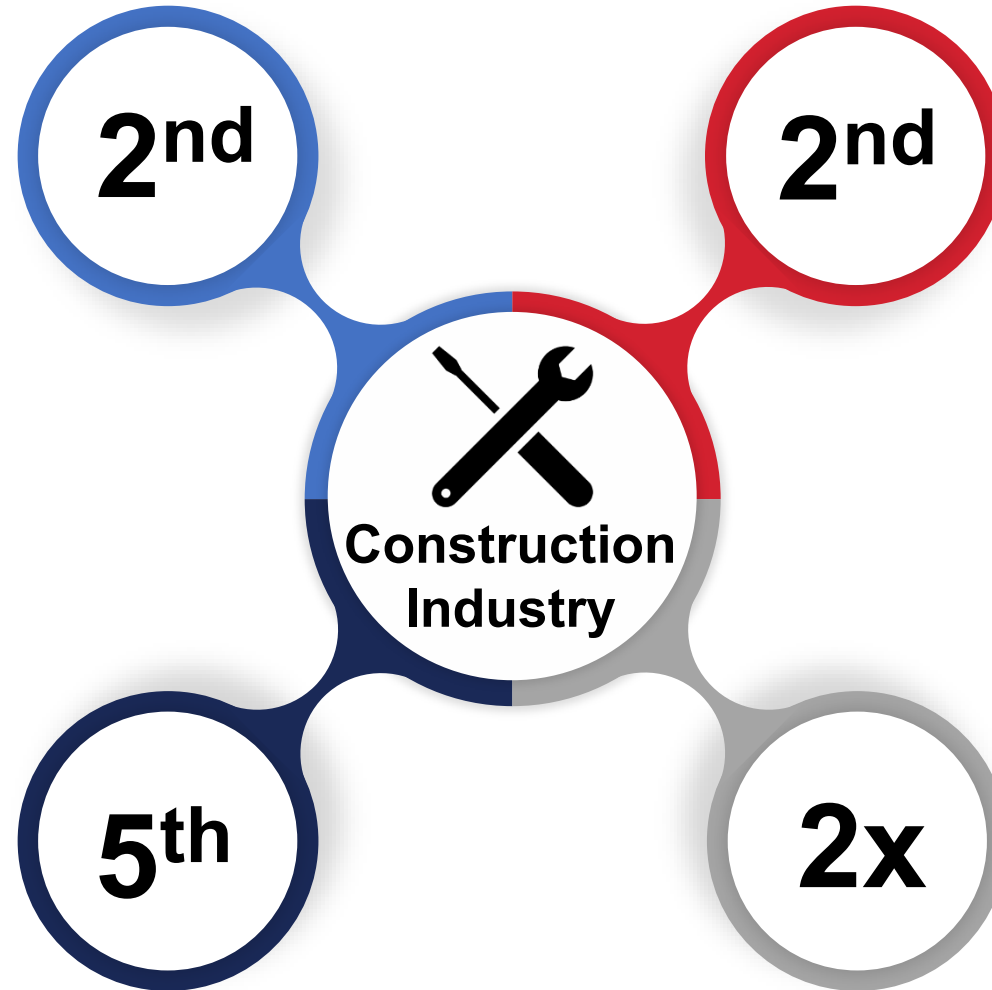
Alcohol & Drug Use in the Construction Sector

Alcohol Use

The construction industry ranks #2 in heavy alcohol use among all sectors and industries (~16.5%).

Illicit Drug Use

The construction industry ranks #5 in illicit drug use (~15%).



Addiction

The construction industry ranks #2 in past year addiction (~14.5%).

Employees with SUDs

Construction businesses have **twice** the national average number of employees with substance use disorders.

Opioid Misuse in the Home Building Industry

- Workforce is 98% male and young—the group most likely to abuse opioids.
- High injury rates cause need for pain management.
- Fear of job loss amplifies opioid use in order to return to work.
- Construction seasons = long hours
 - People who work more than 50 hours/week are more likely to drink alcohol.
 - Industries with workers who have alcohol use disorders also have more illicit drug and pain medication use.



Prevention	Intervention/Treatment	Recovery
<ul style="list-style-type: none"> Educate! <ol style="list-style-type: none"> Don't share Don't mix Store safely Dispose of safely 	<ul style="list-style-type: none"> Make sure workplace injuries are evaluated/assessed by medical professionals. <ul style="list-style-type: none"> Assessment and treatment plans should be as opioid free as possible. 	<ul style="list-style-type: none"> Implement clear return to work policies/procedures that accommodate to people in recovery.
<ul style="list-style-type: none"> Provide up-to-date Drug Free Workplace policies. 	<ul style="list-style-type: none"> Allow sufficient paid time for recovery. 	<ul style="list-style-type: none"> Make "light duty" options available.
<ul style="list-style-type: none"> Follow drug testing protocols. 	<ul style="list-style-type: none"> Allow time for appropriate treatment of addiction. 	<ul style="list-style-type: none"> Continue drug testing per protocols.
<ul style="list-style-type: none"> Promote the Employee Assistance Program. 	<ul style="list-style-type: none"> Support with encouragement. 	<ul style="list-style-type: none"> Allow time for recovery maintenance, such as outpatient visits and 12-step meetings.
<ul style="list-style-type: none"> Ensure the health plan includes SUD benefits. 	<ul style="list-style-type: none"> Maintain privacy and confidentiality . 	<ul style="list-style-type: none"> Review performance.
<ul style="list-style-type: none"> Offer a message of support for recovery from leadership. 	<ul style="list-style-type: none"> Know the options! 	<ul style="list-style-type: none"> Support a pain management and physical rehabilitation regime.
<ul style="list-style-type: none"> Know the signs and symptoms. <ul style="list-style-type: none"> Train supervisors on how to intervene. 	<div data-bbox="927 1079 2456 1325" data-label="Text"> <p>Addressing opioid misuse requires a three-pronged approach: Prevention, Intervention, and Recovery Support.</p> </div>	
<ul style="list-style-type: none"> Address performance issues as performance. Address addiction issues with compassion. 		

The Case Study: Mike the Home Builder



The Case Study: Mike the Home Builder



Mike is a roofer in North Dakota.

Mike has been able to keep his addiction quiet, but his supervisor has noticed he is spending a lot of time in the porta-potty.



START

Mike falls off his ladder and breaks his hip.

Mike goes to the doctor and is prescribed Vicodin for his pain.

Mike takes some time to recover but knows the building season will end soon and needs to get back to his job.

Mike runs out of his Rx, so he turns to street drugs.

Mike becomes dependent on his pain pills and cannot work without them.

Mike rushes back to work, managing his pain with Vicodin.

Mike battles his addiction but fears he will be fired if he seeks help.

Mike overdoses at the worksite and is transited into treatment from the ER.

Mike returns to work in recovery.

FINISH

The Case Study: Mike the Home Builder Con't



How many times could members or supervisors have intervened during this roadmap?

The Case Study: Mike the Home Builder Con't



Mike is a roofer in North Dakota.

Mike has been able to keep his addiction quiet, but his supervisor has noticed he is spending a lot of time in the porta-potty.



Action	How You Can Intervene
Mike falls off his ladder and breaks his hip.	Prevention – Before Mike can fall off a ladder, ensure you are enforcing a safe workplace.
Mike goes to the doctor and is prescribed Vicodin for his pain.	Intervention – Discuss with Mike alternative pain management options that he should discuss with his doctor.
Mike rushes back to work, managing his pain with Vicodin.	Intervention – Implement back to work policies and procedures that enforce strict evidence-based standards of return to work practices.
Mike has been able to keep his addiction quiet, but his supervisor has noticed he is spending a lot of time in the porta-potty.	Treatment – Delicately discuss your suspicions with Mike, without judgement. Offer help and resources available to him through the NAHB network.
Mike battles his addiction but fears he will be fired if he seeks help.	Recovery – Promote the workplace as a space for safe recovery and eliminate culture of stigma.
Mike overdoses at the worksite and is transited into treatment from the ER.	Treatment – Have overdose reversal drugs like naloxone (Narcan) at the worksite and provide training on how to inject or administer the over-the-counter drug.
Mike returns to work in recovery.	Recovery – Allow time for recovery maintenance, and provide him “light duty” options.



Where Members Can Start

- Encourage proactive and open discussion about opioid addiction with your association members' employees and subcontractors.
- Learn what to look for among workers that indicates they may need help with an opioid addiction and intervene at the earliest possible point.
- Change the culture from “work at all costs” to safely returning to work after injury.
- Provide education and resources on prevention, action, and treatment for opioid addiction provided by the ***Making it Your Business*** educational campaign.



Comprehensive Education Program

Three Intensive Modules

- 1. Executive Officers Package:**
About Opioids and the Epidemic in the Home Building Industry—Making it Your Business
- 2. Supervisor Training:** Addressing Opioid Use and Abuse at the Worksite
- 3. Return-to-Work Practices—Modified Duties, Safety, and Support:**
Addressing Best Practices in Return to Work Safety that Promotes Recovery

Five Basic Modules

1. “About Prescription Opioids” fact sheet and “About Non-prescription Opioids” fact sheets
2. “Chronic Pain Management and Alternatives to Opioids” fact sheet and resources
3. “Opioid Risks” fact sheet
4. “Recognizing Substance Abuse at the Worksite” and *What to Do* podcast
5. State-by-State resource guide



Coming soon: <https://www.nahb.org/opioids>



Your Questions?

