

Colorado Consortium for Prescription Drug Abuse Prevention

Recovery Friendly Workplace Work Group Meeting

July 15, 2024 via Zoom

Participants:

David Shapiro and Dave Secunda, Co-Chairs

John Narine, Recovery Friendly Leader

Kourtney O'Connor, Travelport

Liz Herod, Serenity Recovery Connection

Deirdre Sage, Colorado Office of Employment First

Elizabeth Pace, Peer Assistance Services

Imo Succo, Indigenous Wellbriety

Rachel Hoard, Colorado Division of Vocational Rehabilitation

Ryan Lizerbram, Colorado State University

Sarah Levine, Center for Health, Work and Environment

Stephanie Halvorson, The Steadman Group

Wendy White, Face It Together

Maddy Smith, AGC of Colorado

CDPHE: Chuck Storrs, DeAnna Mathis

Community Members: Jessica Angleson, Charles Cofer, Cole Cooper

Consortium: Jose Esquibel, Gina Olberding, Jen Place, Jessica Eaddy, Kristin Carpenter

Absent: See attached roster.

Co-Chair, David Shapiro, called the meeting to order at 2:05 p.m. He reviewed the May meeting minutes, noting that the Recovery Friendly Workplace Work Group is serving as a “de facto” advisory group for Senate Bill 24-048, which sets forth Colorado’s Recovery Friendly Workplace Certification Program. Colorado is one of 36 states with a Recovery Friendly Workplace Initiative. David reviewed definitions related to the RFW initiative as well as the Consortium structure and purpose.

Approval of Minutes:

A motion was made to approve the May 2024 work group meeting minutes. Motion approved.

RFW Marketing and Communication Update:

The marketing and communications program includes the establishment of a website, training program, and certification. To participate in the program, a business has to submit a letter of interest, complete an orientation, webinar, and notify employees in writing.

Website: The following website domain names were considered:

- rfwcolorado.com
- corfw.com
- rfwco.org
- recoveryfreindlyworkplacecolorado.com
- recoveryfriendlyworkplaceco.com
- corecoveryfriendlywp.org

- corecoveryfriendlyworkplace.com
- corecoveryfriendlyworkplace.org

Work group members expressed a preference for the use of .org rather than .com and full words rather than acronyms. Rachel Hoard mentioned that many people would not know what RFW stands for. Names used by other states were also reviewed. Discussions regarding the domain name will continue at a future meeting.

Certification Badge: Other states' badges were reviewed. Many states copied the New Hampshire badge. Designers are currently working on badge proposals for Colorado.

Training: Legislation states that companies must complete an orientation webinar about the program. The State of Nevada does their orientation before asking companies to submit a letter of interest. Either option is available in Colorado. Nevada also has a toolkit that accompanies the training.

Colorado already has 40+ businesses that have submitted a letter of interest or signed the recovery friendly workplace pledge. The companies will be listed on the website as having submitted a letter of interest and completed some form of orientation. The construction, hospitality, healthcare/social assistance, and recovery treatment sectors have expressed interest.

The orientation process will include new employee training material to provide a baseline introduction to substance use disorders, treatment, and recovery. Information included will cover the science of addiction, stigma, substance use in the workforce, prevention measures, availability of local resources, and the ways in which employers can amend and implement recovery friendly workplace policies and practices to help employees with substance use disorder. Plans are to develop local resources and training within the next six months. Ryan Lizerbram has been working on organizational training.

Education and training resources will be posted on the website and will include guidelines, documents, flyers, posters, and webinars. Training modules will be tailored to specific employers or industries and may include interactive or classroom-based training. Information regarding federal laws and regulations, such as the Americans with Disabilities Act, FMLA, and HIPPA, will also be posted.

Ryan Lizerbram provided a brief training overview:

- The purpose of the training is to help organizations achieve certification as a recovery friendly workplace.
- The length of training will be about 60 to 75 minutes for both employees and employers.
- Substance use will be defined as a medical condition and recovery as an ongoing process.
- The keys to recovery success and potential barriers or obstacles for workplace supported recovery will be identified.
- Organizations must complete the training program in order to meet the requirements and understand what it means to be recovery friendly regarding substance use and misuse in the workplace.
- Organizations must oppose stigma and broadly support employees and people in recovery.

- The organization must ensure that all employees receive RFW education and training upon hiring and annually post-hire.
- Training participants will be informed of key federal and state protections for employers and employees as they relate to workplace supported recovery.
- A module will cover the importance of become a recovery friendly workplace and include the investment value for employers.

University instructional designers are helping with content development. The training will be uploaded to the online learning system in both English and Spanish.

Comments:

Rachel Hoard suggested including the Division of Vocational Rehabilitation as a resource. The division is part of the Department of Labor and Employment. The division assists individuals with diagnosed or diagnosable disabilities obtain and retain employment, which is an important resource for individuals in recovery and could be a key training resource for both employers and employees. There are a few programs within the DVR that are specific to opioid recovery and the dual diagnosis of behavioral health and substance use disorder.

David said there is a lot of flexibility within the employee implementation program. The fiscal note for FY2024/25 associated with the bill is about \$300,000, with the deliverable of 100 participating companies in year one (beginning July 1, 2024) and 225 plus companies in years two, three, and four. A pending grant from the AG's office will augment the fiscal note funds.

Other Business/Announcements:

Colorado Rural Peer Conference (July 31-August 2, 2024). A recovery friendly workplace business leaders luncheon, in partnership with the Glenwood Springs Chamber of Commerce, will be held just prior to the event on July 31st.

Health Links®: Recovery Friendly Workplace Webinar (August 29, 2024). A webinar on recovery friendly workplaces will be held on August 29th featuring speakers Dr. Corey Villain from Harvard Medical School, Greg Young, Pennsylvania Recovery Friendly program, and Janice Harkins, director of the National Safety Council's naloxone distribution program. Work group co-chairs David Shapiro and Dave Secunda will be providing presentations.

Colorado Society for Human Resource Management State Conference (September 18-20, 2024). Recovery friendly workplaces initiative for human resource managers.

International Health Facility Diversion Association Annual Conference (September 30-October 2, 2024). David Shapiro and Jose Esquibel will be providing presentations related to opioid diversion and healthcare settings. A panel discussion about recovery friendly workplaces and a poster presentation will also take place.

The Consortium's Annual Meeting will be held on Thursday, October 31st.

David was invited to attend a Peer Conference in Iowa that will take place on August 8th and 9th.

The Department of Public Health and Environment has publicly signed the Recovery Friendly Workplace Pledge for other university partners. The Consortium has also signed the pledge,

and it is expected that the Colorado School of Public Health and the University of Colorado will also sign it. David asked work group members to let him know if their organizations would be interested in signing. david.shapiro@cuanschutz.edu

Link to pledge: <https://coloradosph.cuanschutz.edu/research-and-practice/centers-programs/chwe/practice/rfw>

Work group members briefly discussed the RFW initiative progress made in Colorado compared with other states. Much of the progress is due to Colorado's well-coordinated response to the opioid crisis (the Consortium) and the bipartisan relationships developed with Colorado legislators (the Opioid & Other Substance Use Disorders Interim Study Committee). Jose said he would send information to David about the Consortium and study committee history to include in presentations.

Adjournment/Next Meeting:

The meeting was adjourned at 3:00 p.m. The next work group meeting will be held on Monday, September 16, 2024 from 2–3 p.m. (MT).

Attachments: Work group roster, presentation overview