



Opioid Task Force

NCCMP

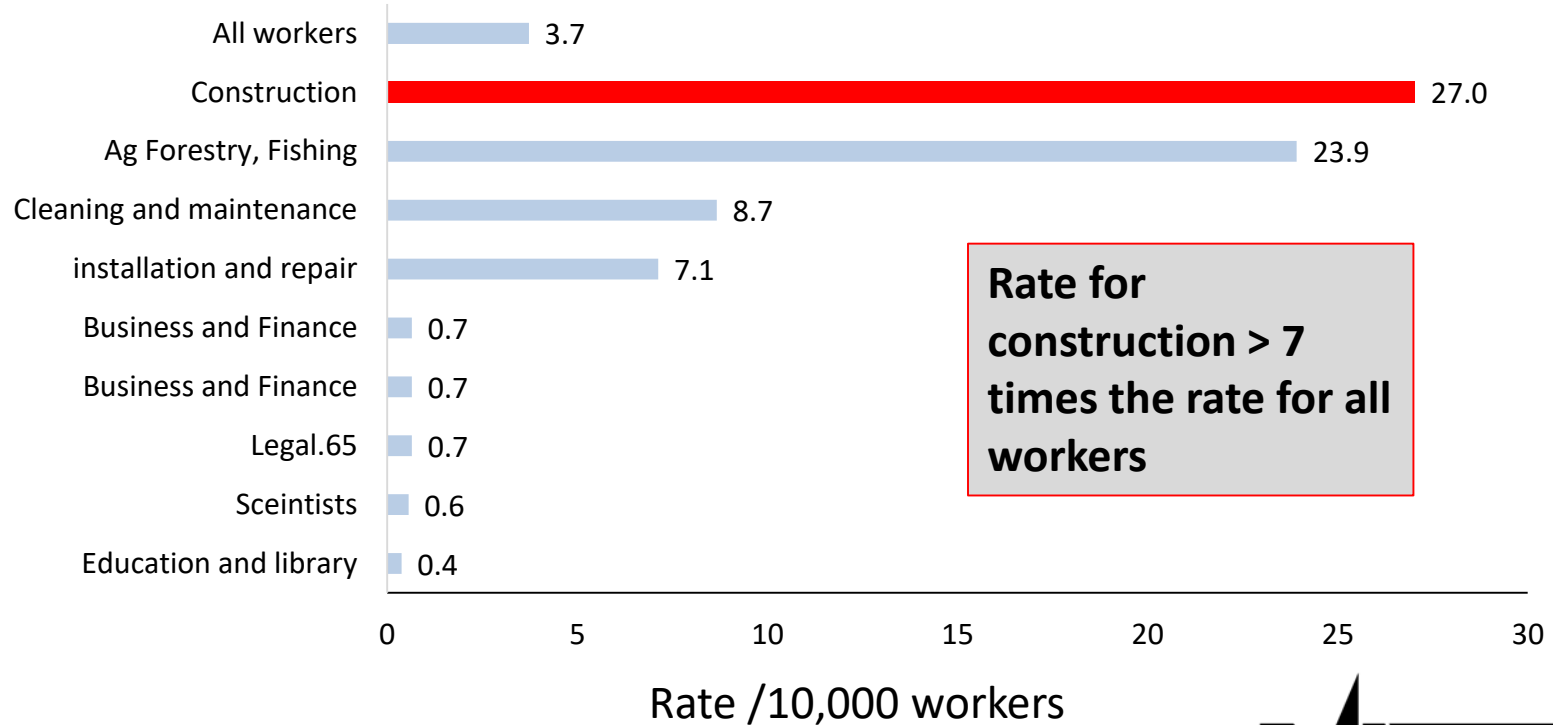
Chris Trahan Cain

September 25th, 2018

Why?

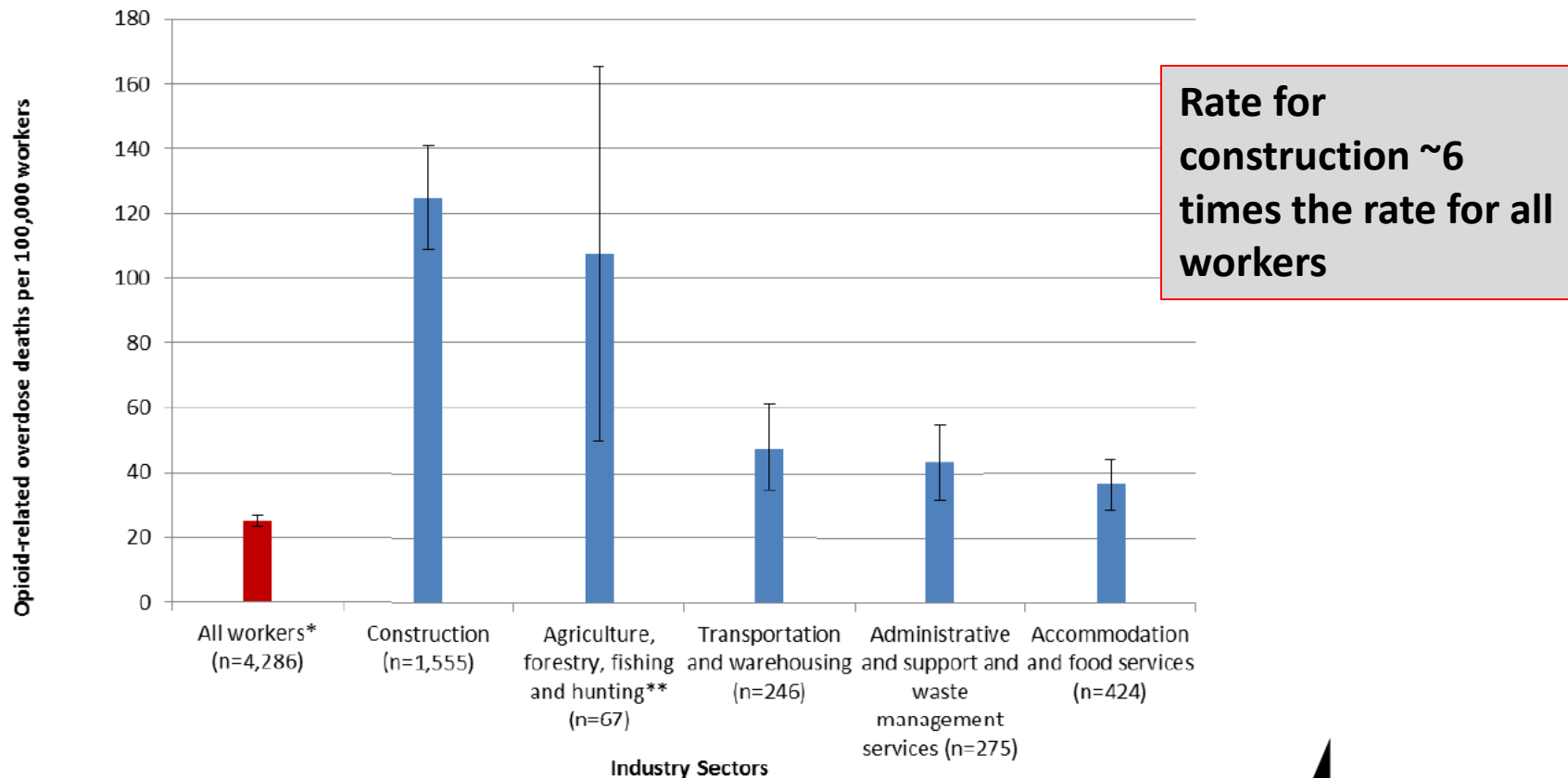


Rate of Opioid Overdose Deaths by Industry, Ohio, 2010-2016*



* Highest and lowest rate industries. Source: Cleveland Plain Dealer

Figure 1. Industry sectors with opioid-related overdose death rates significantly higher than the average rate for all workers, Massachusetts workers, 2011-2015, n=4,302



* This category excluded 16 deaths among those working in the military or military specific occupations due to lack of denominator information

** 67.2% of these deaths occurred among workers employed in fishing occupations.

Numerator source: Occupational Health Surveillance Program, 2011-2015

Denominator source: American Community Survey, 2011-2015

Who?

- Established by President McGarvey
- General Presidents appointed members
- Councils Invited
- Select Employers Invited

What?

- Charge: Establish NABTU Path Forward In Response to Crisis

How?

Task Force adopted a public health model to organize work around.

Ultimate goal: Prevent overdose death.

Primary	Secondary	Tertiary
Prevent workplace injuries that cause pain	Education on effective treatment of workplace injuries and associated pain	Substance use disorder treatment
Basic awareness and destigmatization training and communication		Ongoing recovery support

Task Force Member Interviews

- 19 interviews conducted:
 - 14 International/National Union Reps
 - 4 State/Local BTC Reps
 - 1 Canadian Building Trades
- Duration each interview: 20 minutes to over an hour
- Interview notes then organized and analyzed

Interview Results:

What Doesn't Work

- Ignoring the problem
- Ban for life drug testing policies – workers need a path forward after a positive drug test
- Non-personal outreach to encourage members into treatment
- Non-tailored treatment and recovery plans – one-size fits all
- Major challenge: Reconciling human needs with the business side of construction.

Interview Results:

Awareness and Education

- Awareness/ Destigmatization efforts are underway
- Peer Counseling and Peer Education
 - Most programs were informal
 - Two (SMART MAP and ATAP) have a formal leadership training program to create peer counselors.

[Email *](#)[HOME](#)[OUR UNION](#)[NEWS](#)[PUBLICATIONS](#)[MEMBERS](#)[TAKE ACTION](#)[SHEET MET](#)

SMART MAP

Our Vision – is to develop and foster a culture of well-being throughout our union by providing our members and their families compassion and support when confronted with mental health challenges.

Our Mission – is to build awareness around the national health epidemic of substance use disorder and other mental health problems including thoughts of suicide and to construct a network of support by compassionate union members and mental health experts for our members and their families who are facing these life challenging difficulties.

SMART MAP Program Overview – SMART MAP is a program focusing on three essential areas around the mental health of our members and their families; Awareness, Solutions and Support. Through our national and localized trainings an Awareness around the problems associated with mental health disorders, with a primarily focus on substance use disorder and suicide prevention are highlighted. These trainings focus the social, financial and quality of life impact for those members and their families who are affected and the options that are available to them. Once our local unions are aware of the scope of the problem we turn the discussion to a Solutions based approach where interventions and treatment options are explored and local union insurance avenues are emphasized. Once our members enter a treatment path our SMART MAP volunteers Support those members throughout the process and assist in most important part of this program, working towards long term recovery.

Our SMART MAP Volunteers are union members with high credibility within the interpersonal and attentive listening skills and who also have time and a natural ability to help others. These Volunteers will can support our members when returning to work coordinating the member's continuing care plan to sustain a successful continuation from the problem. Once our members complete their initial treatment their re-



The Allied Trades Assistance Program

Can we afford to ignore the issue any longer?



Changing The Culture of Construction

CHANGING THE CULTURE OF CONSTRUCTION

ATAP is introducing a new FREE training program for awareness and education on substance abuse and the issues surrounding it. The Pennsylvania Commission on Crime and Delinquency awarded ATAP with grant funding in 2016. "Changing the Culture of Construction" was implemented into ATAP as a way to address the issue of substance abuse in the workplace. This training will look to reduce an ongoing problem of substance abuse in the union construction industry in an attempt to change union culture in this regard. To find out more about the PCCD training and ATAP's grant funding, please visit our website: www.alliedtrades-online.com



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Interview Results: EAP/MAP Access

- Hotlines/websites for members to access support
- Two national plans
- Most local plans, variation in coverage



Addiction is Treatable

Shatter the Stigma
MEND THE MIND

Need help for heroin or Rx pain pill addiction?

Your local union cares!

We support recovery via MAP, BAC's
free, confidential Member Assistance Program.

Call MAP:
1-888-880-8222



**Addicted to
Pain Killers?**



Your local union supports addiction recovery
via BAC's Member Assistance Program (MAP).

It's FREE. It's CONFIDENTIAL.

"Just ask for MAP"



1-888-

★ **NABTU** ★

Opioid Task Force

Interview Results:

Injuries/Working in Pain

- Working to reduce prescribed opioids
- Work alternatives or modified duty, including one CBA; some concern RTW policies could hinder recovery.
- **Alternative pain management, such as physical therapy, acupuncture, massage, etc.**
- Navigating workers compensation system

Interview Results:

Rehabilitation Coverage

- Many health plans cover substance abuse treatment and mental health.
- When covered, the health plans usually included:
 - inpatient treatment
 - outpatient options
 - medically supported treatment
 - families
- **The duration of treatment varied according to negotiated plan.**

Interview Results:

Vetting Treatment Centers

- Vetting processes for treatment centers addressed concerns about cost and quality.
- Methods vary:
 - local level
 - personally
 - healthcare provider or other third party



Boilermakers union has three treatment centers nationwide that have been vetted as quality facilities for their members to attend.

Treatment at one of these three facilities and travel to and from the facility is covered.

The fund saves \$4 for every \$1 spent on substance abuse treatment.





Example of assistance used by some Ironworkers' Locals to identify treatment centers

Not All Drug Treatment Centers Are Created Equal

Now more than ever, many drug treatment centers are taking advantage of individuals and families seeking treatment in their time of crisis. An NBC News investigation¹ found that federal loopholes have allowed some drug treatment centers to bill insurance companies for millions of dollars' worth of counseling and testing without helping those struggling with addiction to recover.

WHAT YOU SHOULD BE AWARE OF:

- Generic websites or advertisements. They collect phone numbers and email addresses without disclosing who they are. These may be brokers collecting information to try to connect you with whatever treatment center is paying them.
- Offers to pay for travel, waive insurance or deductibles. Sometimes things that seem too good to be true, really are. If someone is offering to cover out-of-state travel, or waive your payments, it may indicate that they are planning fraudulent billing practices. Make sure the place you are intending to go to is fully licensed and accredited before considering it.
- A contact who receives fees for referrals to a facility. Ask if the person you are speaking with collects fees for referrals. If they do, it could mean they are a broker who is paid to get you into a particular treatment center, regardless of whether it provides quality care.

To avoid potentially substantial out of pocket costs and insure you receive the highest quality care make sure you contact HMC prior to making a decision about mental health or substance abuse treatment.

WHAT TO ASK:

- Is the treatment facility in-network?
- Is the program licensed by the state in which it is located?
- Is the program accredited by a reputable accreditation agency (e.g., CARF, Joint Commission)?
- Does the program do a full clinical assessment before agreeing to accept someone for treatment?
- Is the program able to assess for and treat co-morbid mental health conditions?
- Is Medication-Assisted Treatment available when appropriate?
- Does the program focus on individualized treatment planning?
- Is there a certified medical doctor on staff or easily accessible if needed? If so, what is the availability? Similarly, how are medical or mental health emergencies handled?
- What kind of support is offered by the facility after treatment? How do they do discharge planning?

RESOURCES THAT CAN HELP:

- Your mental health and substance vendor, HMC HealthWorks can answer any questions you may have about different levels of care; they can also guide you to facilities in the network thus ensuring that the qualifications of the facilities have been, and will continue to be reviewed.
- Go to <https://findtreatment.samhsa.gov> - U.S. Substance Abuse and Mental Services Administration (SAMHSA) provides a toll-free confidential helpline with a treatment services locator tool which can assist in connecting you to facilities that meet certain qualifications.
- Go to <https://drugfree.org> for assistance locating help for children struggling with substance abuse and to connect with other parents struggling with their children's addiction.

¹ Seville, Schacter, Rapplaye (2017, June 25) Florida's Billion-Dollar Drug Treatment Industry Is Plagued by Overdoses, Fraud. Retrieved from: <https://www.nbcnews.com/feature/megyn-kelly/florida-s-billion-dollar-drug-treatment-industry-plagued-overdoses-fraud-n773376>

Interview Results:

Task Force Priorities

- Labor-approved resources with consistent information
- Awareness and destigmatization education for workers and leadership
- Guidance for a good EAP/MAP
- Labor-vetted treatment centers
- Guidance for a peer mentorship program – FSL for behavioral health
- Fast action!



Opioid Deaths in Construction

Construction work can result in painful injuries that are sometimes treated with prescription opioids. One in four people prescribed opioids for long-term pain become addicted and opioid-related deaths are on the rise.

Chris' Story

Chris strained his back after lifting heavy materials. He tried to ignore the pain, but it wouldn't go away. Chris went to the doctor and was prescribed an opioid to treat the pain. The pills reduced the pain, but his back never got better. Chris found that he needed the pills to make it through the day. Eventually, his doctor refused to give him another prescription. Chris went to another doctor and got a new prescription. Over time his job performance and family life began to suffer. Chris went back to his doctor and asked for help. His doctor helped him to find treatment for his opioid addiction. Chris is now in recovery and using a non-addictive treatment for his pain.

- ✦ Have you known someone addicted to opioids?
- ✦ If a worker is injured and in pain, what should he or she do to avoid becoming addicted to opioids?

How can we stay safe today?

What will we do at the worksite to prevent an injury?

1. _____
- _____
2. _____
- _____

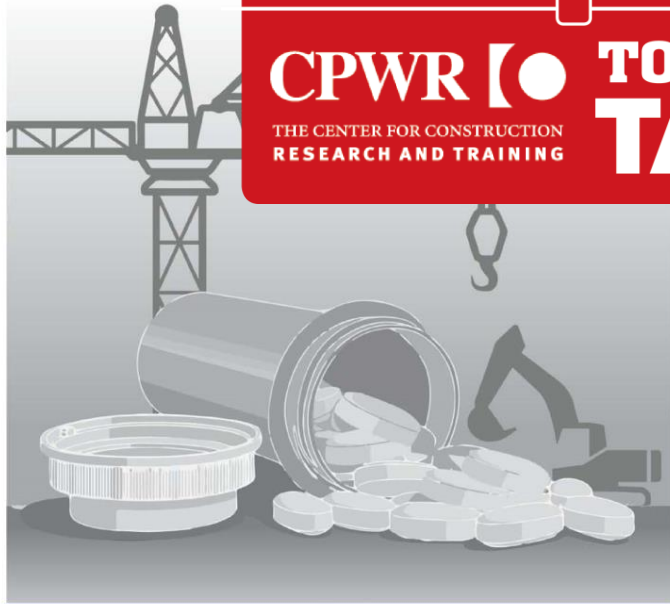
*Centers for Disease Control & Prevention. Promoting Safer and More Effective Pain Management.
https://www.cdc.gov/drugoverdose/pdf/Guidelines_Factsheet-Patients-a.pdf

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Remember This

- Your employer must provide a safe work environment to prevent injuries. If you see a hazard on the job, report it to your supervisor or foreman.
- Follow safe work practices to prevent injuries, such as getting help when lifting heavy materials.
- If you are injured, talk to your doctor about non-addictive medications or physical therapy to treat the pain.
- Opioids should be the last option, and if prescribed used for the shortest time possible.
- Addiction is an illness that can be treated. Get help if you find you are dependent on pain medication to get through the day.
- Check with your union or employer to find out if they have a program to help, such as an employee assistance program (EAP) or member assistance program (MAP).
- Call this confidential national hotline to find out about treatment options near you 1-800-662-HELP (4357) or go online at <https://resources.facingaddiction.org>.

Opioid Deaths in Construction



- ✦ Report hazards to your supervisor or foreman to prevent injuries.
- ✦ If you're injured, opioids are the last option. Talk to your doctor about non-addictive medications or other options to treat pain.
- ✦ Need help with addiction?
Call this confidential hotline for help: 1-800-662-HELP (4357)

Find
Resources Common
Opioids

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HAZARD ALERT

OPIOID DEATHS IN CONSTRUCTION

Infographics for easy sharing

Physicians' alert

www.cpwr.com search opioids



Ongoing work

- Guidance about what EAP/MAP program should include
- Process for unions to vet treatment centers to ensure quality and cost-effectiveness.
- Training program

“We are just focused on helping our members – helping them to fix their lives.”

