



#PINP18

COMMUNICATE
COMMIT
DELIVER

2018



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ADDICTION... NOT A RECENT PROBLEM





**ADDICTION...
NOT A RECENT PROBLEM**



**DRUG ABUSE COSTS EMPLOYERS
\$276 BILLION ANNUALLY**

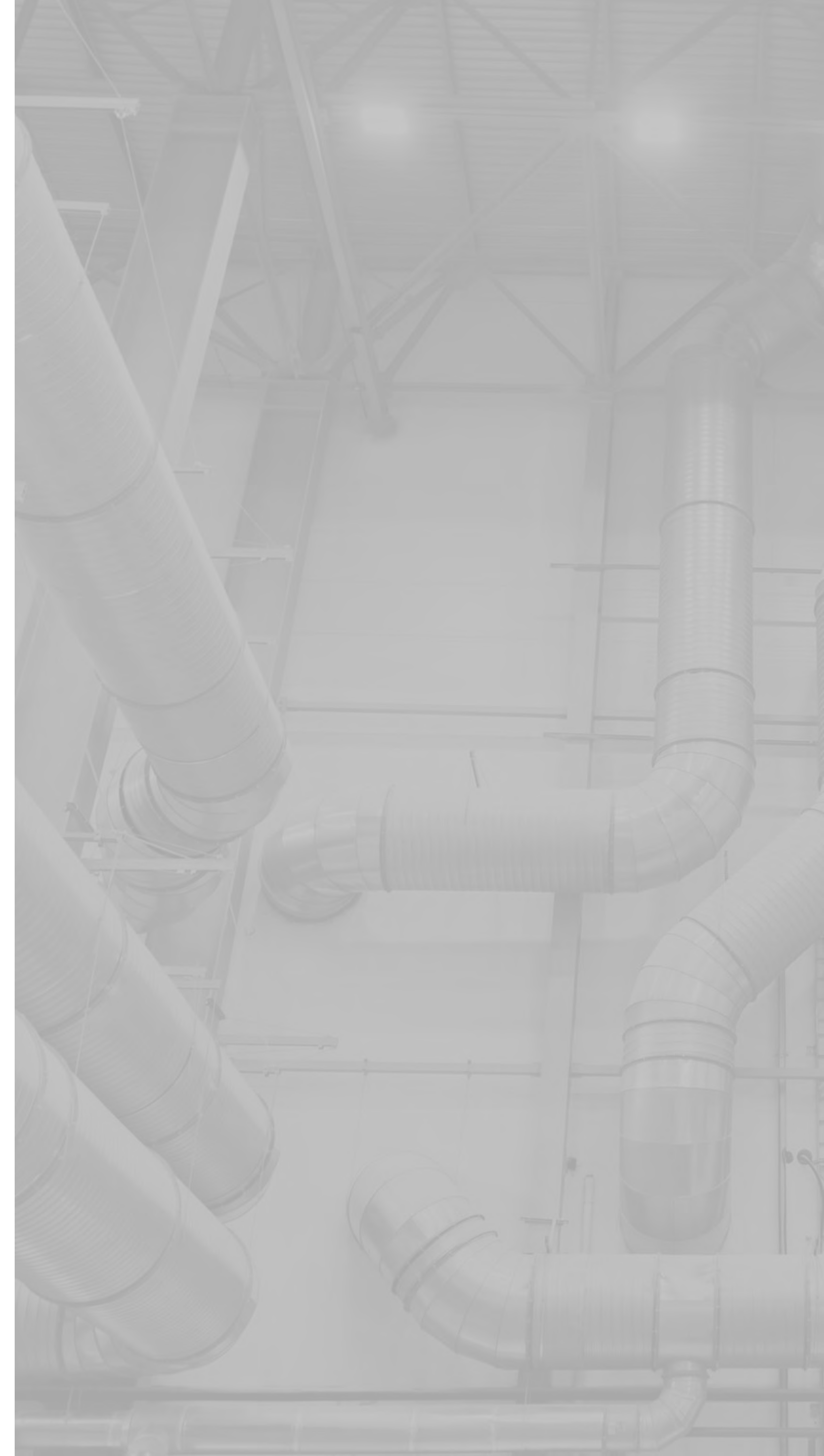
According to the National Council on
Alcoholism and Drug Dependence Inc.
(NCADD)

SLANG NAMES FOR ALCOHOLICS/DRUG ADDICTS

- ▶ Pot Head, Crack Head, Acid Head, Amp Head,
- ▶ Base Head, Junkie, Bag Bride, Dope Fiend, Crankster,
- ▶ Garbage Head, Cabbage Head, Cluck, Beamer,
- ▶ Channel Swimmer, Pigeon, Gluey, Huffer, Mainliner,
- ▶ Mouth Worker, Nickelonians, Rockette, Skeezers,
- ▶ Speed Freak, Thirst Monster, Viper, Zombie
- ▶ Drunk, Drunkard, Inebriate, Wino, Boozer, Lush, Souse,
- ▶ Soaker, Rummy, Sot, Topper, Hoocher, Hammer Nose, Juicer, Bar fly, Guzzler

SLANG NAMES AND IMAGES FOR PEOPLE WITH:

-
- Diabetes
 - Heart Disease
 - Cancer



THE DISEASE CONCEPT

Primary

Predictable

Progressive

Permanent
(Chronic)

Fatal (if left
untreated)

Treatable

ADDICTION:

The continued use of a substance (or behavior) in spite of negative consequences along with the inability to stop using the substance(s) (or acting out the behavior(s))

**MYTHS THAT LEAD TO
UNSUCCESSFUL
TREATMENT OF
ADDICTION**

MYTH 1:

Overcoming addiction is a simply a matter of willpower. You can stop using drugs if you really want to.

MYTH 2:

Addiction is a disease; there's nothing you can do about it.

MYTH 3:

Addicts have to hit rock bottom before they can get better.

**MYTHS THAT LEAD TO
UNSUCCESSFUL
TREATMENT OF
ADDICTION**

MYTH 4:

You can't force someone into treatment; they have to want help.

MYTH 5:

Treatment didn't work before, so there's no point trying again.

BY THE NUMBERS...

Economic costs of addiction are estimated to be \$428 billion a year in the US.

The economic burden of addiction in the United States is twice that of any other disease affecting the brain, including Alzheimer's.

Addiction is a serious driver of health care costs, estimated at \$215 billion annually.



**MORE
NUMBERS...**

- Individuals with addiction have higher rates of other chronic physical illness, mental health problems and infectious disease.
- Almost half of all emergency room visits for trauma and/or injury are alcohol related.
- Individuals with addiction problems use four times as many hospital days as non-drinkers.
- Heavy drinking contributes to illness in each of the top three causes of death: heart disease, cancer and stroke.

MORE NUMBERS...

Most people who abuse alcohol or illicit drugs are employed.

76% of illicit drug users are employed either full or part-time.

Of the nearly 43 million adult binge drinkers, 81% are employed either full- or part-time

Of the 12.4 million heavy drinkers, 80% are employed.

WE MUST DO A BETTER JOB...!

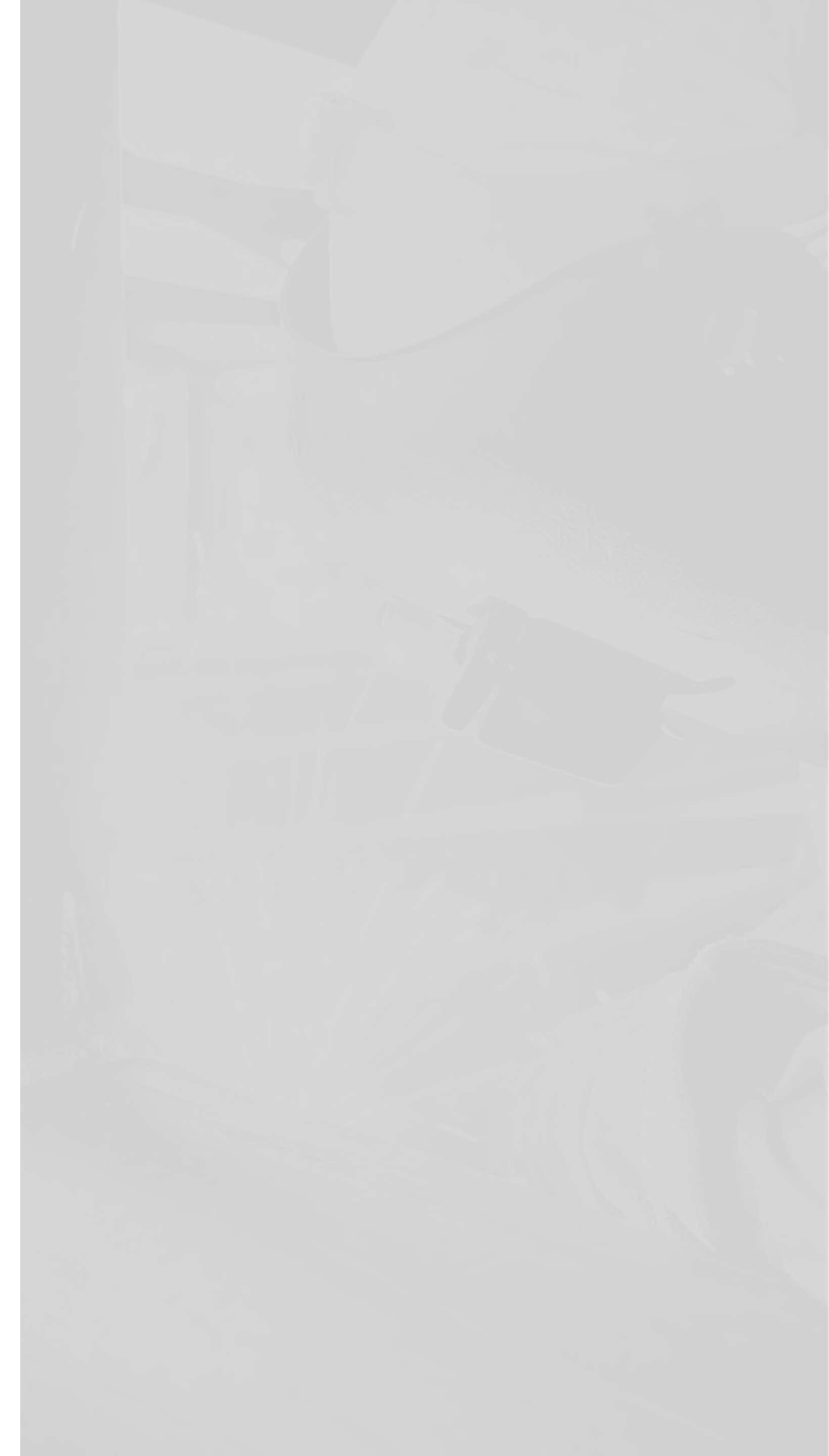
- Only 10% of those with addiction receive any form of treatment in a given year.
- Less than 10% remain in recovery one year after their first treatment.
- Among those few with the disease who do get help, they will receive treatment between 4 to 7 times over a lifetime.

The background features a dark grey gradient with three overlapping semi-circles in shades of blue (light, medium, and dark) positioned at the top and bottom. A thin, light blue horizontal bar is located on the left side of the top semi-circles.

**AN OVERVIEW OF HOW SMART MAP IS
HELPING OUR MEMBERS AND THEIR FAMILIES**

SMART MAP VOLUNTEERS

- High credibility/trust within the local
- Natural desire to help others
- Compassion & Empathy



THEIR ROLES

- Early Intervention
- Understanding the Members Benefit Plan
- Follow-up

EARLY INTERVENTION

MAP Volunteers will recognize the signs and symptoms of a variety of substance abuse and mental health problems

MAP Volunteers will offer “emotional first aid

MAP Volunteers remain visible, accessible

MAP Volunteers assist the member in identifying a problem before it reaches a serious “crisis stage”

UNDERSTANDING MEMBER BENEFITS

MAP Volunteers will be able to identify appropriate effective resources and direct members to help within the member's eligible health plan

MAP Volunteers will help the member search for all available resources

FOLLOW-UP

...Perhaps the most important MAP Volunteers function

MAP Volunteers will support the member when returning back to work

The MAP Volunteers will direct members to additional resources as needed



HOW SUBSTANCE USE DISORDERS IMPACT EMPLOYERS

- Replacing an employee costs from 25 percent to almost 200 percent of annual compensation
- Light and moderate alcohol users higher in number than alcoholics, cause 60 percent of alcohol-related absenteeism, tardiness, and poor work quality.

DISORDERS IMPACT EMPLOYERS...INCREASED HEALTHCARE AND INSURANCE COSTS

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- Healthcare costs for employees with alcohol problems are twice those for other employees.⁹
 - People who abuse drugs or alcohol are three and one-half times more likely to be involved in a workplace accident than other workers.¹⁰

REDUCED PRODUCTIVITY

- Employees who use drugs, consume alcohol at work, or drink heavily away from work are more likely than other employees to exhibit job withdrawal behaviors, such as spending work time on non-work-related activities, taking long lunch breaks, leaving early, or sleeping on the job.
- Employees who drink heavily off the job are more likely to experience hangovers that cause them to be absent from work; show up late or leave early; feel sick at work; perform poorly; or argue with their coworkers.¹²

MORE TURNOVER

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- People with drug or alcohol problems were more likely than others to report having worked for three or more employers in the previous year.

EVERYONE BENEFITS

- Better employee health and lower total healthcare costs over time
- Less absenteeism/presenteeism
- Improved job performance
- Reduced costs associated with short- and long-term disability and workers' compensation
- Fewer accidents, less employer liability

ROI...

- Savings from investing in substance use disorder treatment can exceed costs by a ratio of 12 to 1
- Having SMART MAP/EAP can help a company reduce their mental health insurance expenditures by 35%.
- SMART MAP/EAP can help a company reduce their sick leave utilization by 35%.

OUR MISSION

To develop a network of support for our members and their families who are facing the health epidemic of substance use disorder and other mental health problems including suicide through awareness, training and support by compassionate union members



OUR VISION

To provide our members and their families the mental health support and services they need to improve their quality of lives

**”THE BEST WAY TO FIND
YOURSELF IS TO LOSE
YOURSELF IN THE SERVICE OF
OTHERS”**

Mohandas Gandhi

CONFERENCE EVALUATION

- Please complete this Breakout Session Evaluation available on the PINP Conference App
- Scroll to the bottom of each session in the Conference App to access the evaluation

The screenshot shows a mobile app interface for session feedback. At the top, there is a blue header with a back arrow, the text 'Event Feed', and a user icon labeled 'LOGIN'. Below the header, the title 'SESSION FEEDBACK' is displayed. The form contains three evaluation questions, each with a five-star rating system and a 'Submit' button. The first question is 'The presenter effectively communicated the content of the presentation' with five filled yellow stars. The second question is 'The content of this session was relevant and useful' with five filled yellow stars. The third question is 'I will use the knowledge I received in this presentation locally' with five empty white stars. At the bottom, there is a 'Comments' section with the prompt 'Please type your response.'

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