

C-Suite Concerns

Workplace Guidelines to Prevent Opioid & Substance Abuse

At a glance...

Second chance policies are a cost effective way for employers to retain employees and save replacement costs to hire and train new employees, for companies struggling with turnover and filling positions.

Key metrics

A failure to address substance use is costing employers in the construction industry a total of \$143k every year.



\$37K
Health care



\$44K
Lost time



\$63K
Turnover & retraining

WHY INVEST IN WORKERS WHO ARE STRUGGLING?

- Retains employees in an industry with a worker shortage
- Investing in a worker's recovery creates a sense of loyalty in the worker
- Creates "champions" for the issue in the workplace
- Can help create peer support program in the workplace that helps other workers come forward and get help.

OLD WAY: "ONE STRIKE, YOU'RE OUT"

- Viewed as a punitive approach
- A reason for workers not come forward about substance use issues and seek help
- Lead to distrust of employer
- Higher turnover of manpower

BETTER WAY: RECOVERY FRIENDLY WORKPLACES



**Decrease
absenteeism**



**Increase loyalty
following treatment**



**Maintain skilled
employees**

- Reduce fear of termination
- Gain employee trust which can result in early reporting of substance use issues.
- Increase insurance cost savings

An employee in recovery
saves their employer

\$8,500 per year