

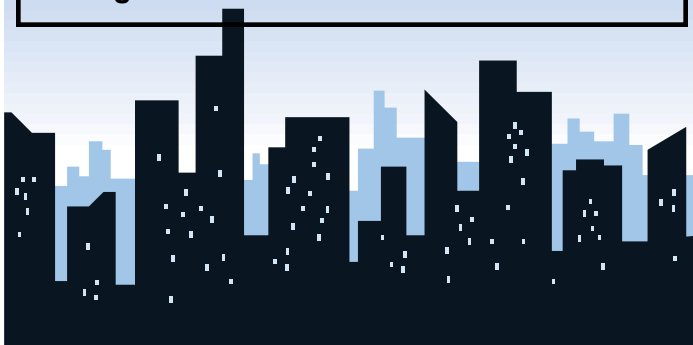
Addressing addiction in the workplace helps improve a company's bottom line by improving job performance, motivation and morale and increasing overall customer satisfaction and reduces accidents, absenteeism, employee theft and fraud, insurance claims and worker compensation costs. Reported job problems, such as incomplete work, absenteeism, tardiness, work-related injuries, mistakes and disagreements with supervisors are cut by an average of 75 percent among employees who

Many companies are discovering that recovery is a sound investment. Xerox Corporation studied workers who participated in a wellness program and who limited their alcohol consumption. Over a four year period, Xerox reduced its costs for health care and health insurance, achieving a 5 to 1 return on investment on their worksite wellness program. (Musich, et al. The Association of Health Risks with Worker's Compensation Costs. *Journal of Occupational and Environmental Medicine*, 43(6), 534-541)

have received treatment for substance use disorders and are in recovery. (*The Impact of Addiction in the Workplace*, 2003: Hazelton Foundation)

Face it! A Community Accepting Recovery is a Sioux Falls, South Dakota based Recovery Community Organization, organized by local businesses and individuals in long-term recovery. A recent study commissioned by Face It! "shows that every dollar spent on substance use disorder treatment and recovery in South Dakota delivers over \$8.00 in benefits, much of which goes to employers....In the Sioux Falls area, each person receiving treatment reduces the community costs of their alcohol problem by almost \$14,000, with almost half the savings realized through higher employment and reduced absenteeism." (Twelve-Step Living Corporation, Inc. *Face It!* Online. World Wide Web. 10 March 2009. www.faceitsiouxfalls.org)

According to a 2007 Report by the Robert Wood Johnson Foundation, 69% of American's are either in recovery or know someone who has had problems with alcohol or drugs.



People from all economic levels and walks of life – from an electrician to an office worker to a government official - may have a substance use disorder. You may already have people in recovery working for you. For example, a federal government study done in 2006 found that nearly 13 million people in the US were in recovery from substance addiction and also held fulltime jobs. (1)



(1) United States, Department of Health and Human Services. Substance Abuse and Mental Health Services Administration (SAMHSA), National Alcohol and Drug Addiction Recovery Month. Maryland: September 2008.

Business Testimony

Proactive efforts by companies to develop drug-free workplaces have afforded significant benefits. The Quaker Oats Company, headquartered in Chicago, implemented a workplace wellness program, "Live Well - Be Well," that has delivered substantial cost savings. In addition to general health education and promotion, the program includes pro-active on-site substance abuse education programs that include early intervention services, supervisory training, and confidential phone counseling. As a result of the program, the company has saved an estimated \$2 million annually in direct and indirect costs. *(Evaluation and cost-analysis of a workplace health promotion and substance abuse prevention program. Joan Cantwell, Manager of Health and Wellness, The Quaker Oats Company.)*

Legislative Information

Since 2002, Connecticut's Department of Mental Health and Addiction Services (DMHAS) policy has been to promote a Recovery Oriented System of Care. These services identify individual needs while building upon each recoveree's strengths through a system that encourages hope and emphasizes dignity and respect. Recovery is strengthened through a process of addressing recoveree's needs over time. "Recovery principles shall be applied to the full range of engagement, intervention, treatment, rehabilitative and supportive services that a person may need. Whenever possible, services shall be provided within the person's own community setting, using the person's natural supports. The service system shall help the person to achieve an improved sense of mastery over his or her condition and assist the person to regain a meaningful, constructive sense of membership in the community." *(Accessed from the DMHAS website on 16 March 2009 at: www.ct.gov/dmhas. Based on the Commissioner's Policy Statement No. 83 "Promoting a Recovery-Oriented Service System" September 16, 2002)*

At Venturetech, a company that manufactures sophisticated hydraulic drilling machinery integrated recoverees into one third of their workforce. Growth and productivity increased. In response, Venturetech created an organization, America in Recovery, to spread the word that recovering people can be successful at work. Recoverees often have difficulty finding jobs and are grateful to have one. "Grateful employees show up for work on time, they're happy to be there, they work hard, and they don't take their job for granted."

www.americainrecovery.org