**Moderators**

* Allison Weingarten
* Jonathan Rosen

*Participants introduced themselves in the chat box*

**Updates:**

* Meetings with legislators and executive chamber: Meeting with Jihoon Kim (9/14). Plugged the coalition and the symposium for potential funding as it becomes available.
* NYS DOH and OASAS have indicated an interest in providing funding for the symposium.
* We are working with the White House Office of National Drug Control Policy and LAPPA (The Legislative Analysis and Public Policy Association) to develop a model state legislation on Recovery Friendly/Ready Workplaces.
* We are beginning to draft the contents of NYS legislation and interns from Siena College and the NYSACHO will help with this key task using a policy issued by the American Public Health Association (80 references) and other research publications gathered by PARSE.
* Working on scheduling meeting with NYS DOL.
* The US Department of Labor just posted a Recovery Ready Workplace HUB: <https://www.dol.gov/agencies/eta/RRW-hub> and the White House released a proclamation for National Recovery Month including strong language supporting RFW’s: <https://www.whitehouse.gov/briefing-room/presidential-actions/2022/08/31/a-proclamation-on-national-recovery-month-2022/>
  + “We are also advocating for recovery-ready workplace policies across the public and private sectors to promote inclusive hiring, enable employers to assist in the recovery process, and help companies retain talent.”

**Update on Steering Committee** of 9.21 - Kristen Chalmers

**Special Guests:**

* Mikel Miller (Tennessee) Inspire / R2W Employment Manager: Working with Ariana Williamson (North Carolina) New ARC opportunity. Looking to become rural recovery hub and partner with other states including NY and its four ARC grant recipients.
* Rory O’Neil (United Kingdom) Editor at Hazards Magazine: <https://hazards.org/index.htm> A new resource the International Labour Organization and World Health Organization (ILO/WHO) published is a policy brief on mental health at work. Unions had a big role in making it a useful working document. <https://www.who.int/publications/i/item/9789240057944>

**Breakout groups**

**Employer Outreach**

Emily D’Angelo

Sean Jones

Brenda Harris-Collins

* What you [Sean Jones] have done, what has worked well, how we can do that on a statewide level
  + MHA (Chautauqua County)
  + ARC INSPIRE Grant
    - Had an open house w/ business leaders, legislators = helped to establish communications and trust
  + Attending meetings where business leaders are in attendance (i.e., rotary meetings)
    - Making personal connections there, breaking down barriers and starting to eliminate stigma
  + Communications: emails; phones; face-to-face information sharing (always following up)
  + Teaming up with partners like local colleges; united ways; BIDs; new businesses; grocery store chains
  + Peers going to jails and meeting with folks before they are released: preparing their resumes, building up soft skills to help them succeed post-incarceration
  + Starting up social enterprises can help to make business connections. Also, a place to have events, outreach with employers
  + Employers feel confident knowing there is a support system that is in place for the entire first year of employment
  + Certification/training for peers in employment (peer job coaches)?
    - Should involve clinicians; peers; HR
    - Foundation in harm reduction
* Getting employers as sponsors
  + Wegmans!
* Engaging with employers at the symposium

**Labor Outreach**

We shared outreach materials with the group and asked to think about what we need regarding outreach materials to be successful.

We discussed different groups that we are a part of that would be beneficial to share PARSE’s work with and discussed the importance of letting organizations, and unions know of our work early and often.

We shared the Outreach list and invited one another to add to the list at anytime a relevant contact presents.

We discussed the relevance of suicide and prevention regarding substance use disorder and thought that it would be good to include a session on suicide at the symposium. Rory O’Neil reported that he has some resources and names to share with us for potential speakers at the symposium.

We discussed the fact that it is difficult for workers in recovery to know when they are interviewing or starting a job if the employment is a recovery safe workplace. It would be valuable to create some materials for employers on how to facilitate a recovery safe workplace and for workers on how to identify a recovery safe workplace.

We believe there can be some materials regarding “this is what a recovery safe workplace is vs this is what a recovery safe workplace is not” to help labor understand how they would benefit from a recovery safe workplace.

Discussed stigma as a barrier to engaging certain workers; i.e. workers are not always eager to share their history or current circumstances when it comes to recovery and substance use disorder, and how we might identify ways of breaking down that stigma.

**Symposium Planning**

Participants:

Allison Weingarten

Julia Fesko

Robert Wright

Stephanie Campbell

Jessica Ponti

Shared mock agenda

* Roundtable discussion with many voices, good ideas
* Need employer engagement in symposium
  + What motivates an employer? Even tax credit can be a hard sell.
  + Desire to help, most employers are impacted, someone they care about.
  + “Hire for a higher purpose”
  + Employers are so overwhelmed
* Important to have inspiration message- – employers who have done this. Maybe Labor Secretary Marty Walsh
* Show video of people who have been helped

What is the hesitancy and resistance?

Need Campaign to celebrate recovery

Celebrate + Evidence based

Looking for Funding

* Department of Labor
* Try to get some funding from different agencies – OMH, DOH, OASAS, DOL (Milan Bhatt?)
  + Economic Development Council
  + Office Strategic Workforce Development – State Development office
  + <https://workforcedevelopment.ny.gov/>

**Legislation**

Jonathan Rosen

Christina Dyer Drobnack

Jenny Ibero

Karine Montanye

Purpose- Jonathan worked on Legislation for policy statement on this topic in 2019 that was adopted as an American Public Health Association policy. There were 80 references and the justification for a recovery friendly/ready workplace can be mined from this document and other related references.

We feel the desire to act by policy makers is evident. It will be important to find balance between criteria, requirements, and voluntary action. We need to get bi-partisan support and attendance at PARSE has indicated that should be obtainable.

[LAPPA](https://legislativeanalysis.org/model-opioid-litigation-proceeds-act/) needs 9–12-month peer review for a model state legislation. PARSE should develop an outline for NYS legislation to take to the AFL-CIO, employers, and other stake holders. Now we have a concept, need a written outline of the legislation to build greater and concrete support.

## Outline

State criteria or standards, what is required vs what is recommended?

Resources, within state agencies or center in one agency with grants to do outreach, education (people in recovery have less lost time, absenteeism, Workers Compensation, etc.) and training and certification. (Certification-NH model, certified 300 employers. CT has different criteria, NC also different.) Funding, tax credit.

Incentives- tax credit (currently only for certain employers). Can it be expanded.

## Issues

Workers need to trust that they can come forward with mental health and substance issues without being persecuted or fired. Need to change work cultures to be supportive.

For programs to be effective, they need to be utilized.

## Next steps

NYSACHO’s intern will pull together other states criteria for certification, as well as toolkits, and the current NYS tax credit incentive and other potential incentive for a broader reach. We need to work with the NYS DOH to pull together data on suicide and substance issues by occupation and county for both the legislation and symposium. Occupational Health data can be reported by NYSDOH’s Bureau of Occupational Health & Epidemiology headed by Michael Bauer. Jeanette Zoeckler, Acting Director of the Syracuse Occupational Health Clinic will reach out to encourage NYSDOH to make a priority of doing the data analysis.

Perhaps family members can speak out.

State agencies need funding and support for this. Who should house it? DOH, DOL, OASAS? What is the role of the counties? Public health? Local employment training (DOL). Grant funding through counties? State agencies should create training as opposed to non-profits trying to do it.

**On Call**

Alison Young

Allison Weingarten

Brenda Harris-Collins

Chris Rodman

Christina Goebel

Danielle Ompad

Dean Hale

Emily D’Angelo

Jeanette M. Zoeckler

Jennifer Donadio

Jenny Rowe

Jessica Ponti

John Rork

Jonathan Rosen

Julia Fesko

Karine Montanye

Kathy Ahlmark

Kristen Chalmers

Mikel Miller

Olivia Knox

Robert Wright

Rory O’Neill

Sean Jones

Stephanie Campbell

**Next meeting date, Monday, November 21st, 3:00 to 4:30 PM**