



PARSE

NYS Coalition to Prevent Addiction and
Support Recovery in Employment

Attention New York State Employers

Learn about the benefits of implementing a Recovery Ready Workplace Program

Employers adopting Recovery Ready Workplace (RRW) policies help to reduce societal stigma and misunderstanding by fostering a culture in which Substance Use Disorder (SUD) is recognized as a treatable health condition from which one can recover, and people in or seeking recovery are welcomed and supported in the workplace.

What Do Recovery Ready Workplaces Do?

Recovery-Ready Workplaces (RRWs) seek to

Prevent	Support	Provide	Reduce	Reduce
Prevent initiation of new cases of misuse and addiction related to workplace injury and stress through primary prevention of exposure to job hazards and stressors	Support employees who are struggling by providing access to treatment and a pathway to return to work	Provide healthy, safe, and gainful employment for people in recovery	Reduce stigma around issues of addiction and recovery	Reduce absenteeism, presenteeism, and lost productivity among employees with substance use disorder

What Are the Benefits to the Employer?

Money saved through:

- Reduced absenteeism
- Healthier work environment
- Greater productivity
- Lower healthcare costs
- Greater workplace safety
- Employee retention and reduced recruitment and hiring costs
- Reputation in the community

Employers adopting RRW policies help to *reduce societal stigma and misunderstanding by fostering a culture in which SUD is recognized as a treatable health condition from which one can recover, and people in or seeking recovery are welcomed and supported in the workplace.*

The Benefits of a Recovery-Ready Workplace

Increased Attendance	Workers in recovery are absent 13.7 fewer days per year compared to workers with an untreated SUD, & 3.6 fewer days than an average employee
Better Recovery Outcomes	A Kaiser Permanente study found that people in recovery whose employers sent them to treatment had a better chance of staying abstinent
Employee Loyalty and Retention	Workers in recovery demonstrate commitment and resilience and may become an organization's most dependable employees
Saving Lives	Unintentional overdose deaths in the workplace have increased 619% since 2011

Key Elements of RRWs

- 1** Commit to establishing an RFW and notify the workforce.
- 2** Collaborate with employees, unions, and communities. Assess current policies, procedures, and practices.
- 3** Develop a culture that reduces stigma. Train leadership, supervisors, and workers. Encourage openness/compassion.
- 4** Improve safety and support injured workers.
- 5** Proactively identify and address work stress and mental health issues.
- 6** Offer comprehensive benefits covering SUDs, aftercare, and counseling.
- 7** Acknowledge recovery from Substance, Alcohol, Opioid and other disorders as a strength/ Connect With Community Recovery and Treatment Providers.

Information on the steps for becoming a Recovery Ready Workplace and related resources are available here. <https://for-ny.org/parse/>

Join the P A R S E Coalition Email Annette Bernhardt, Annette@ginomacchiofoundation.com

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