

Addiction in the Workplace and the Pandemic's Impact

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Objectives

- ▶ Overview of current drugs of abuse
- ▶ Increase alcohol/Stimulant Usage
- ▶ Current Statistics on Overdose Deaths
- ▶ Signs of symptoms of drugs of abuse in the workplace
- ▶ Impact of the Pandemic related to addiction/mental health
- ▶ Creating a drug free workplace that supports the identification of impaired workers.
- ▶ Supporting workers and families during the pandemic and beyond

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The relentless marketing of pain pills. Crews from one small Mexican town selling heroin like pizza. The collision has led to America's greatest drug scourge.

The True Tale of America's Opiate Epidemic

DREAM LAND

SAM QUINONES

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Binging in America

Excessive Drinking 1790 – 1830

Cider → Wine → Beer → Distilled Spirits

Annual per capita Consumption 2.2 – 7 gallons

1792	2600 Distilleries in US
1810	14000 Distilleries in US

Three fold increase in number of distilleries from 1810-1830
1836 Total in the US.

"The Alcoholic Republic" W J Burghardt

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Abraham Lincoln on Alcoholism



From Lincoln's address to the Washington Temperance Society, Springfield, Ill. February 22 1842

... "In my judgment such of us as have never fallen victims have been spared more from the absence of appetite than from any mental or moral superiority..."

... "I believe if we take habitual drunkards as a class, their heads and their hearts will bear an advantageous comparison with those of any other class."

... "The victims of it were to be pitied and compassionated, just as are the heirs of consumption and other hereditary diseases."

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Civil War

1861-1865

Soldiers' Disease

Morphine in wounded soldiers

- 1806 isolation of Morphine from opium plant.
- Merck was a leading supplier.
- 1853 hypodermic needle invented.



The original opioid epidemic?

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History Of Current Opiate Epidemic

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- ▶ Joint Commission defining pain as the fifth vital sign.
- ▶ Introduction/Mass Marketing of Oxycontin
- ▶ Acceptance by the medical community that opioids could be safely utilized for chronic pain.
- ▶ Heroin Distribution and Business Plan Changes (Pizza Delivery)
- ▶ Introduction of Fentanyl and Carfentanil

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National Overdose Deaths Any Opioid

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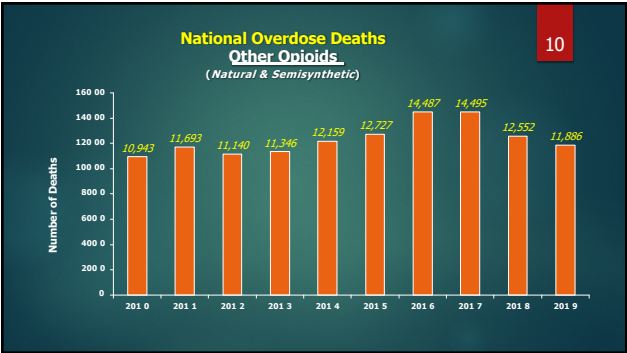
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National Overdose Deaths Heroin

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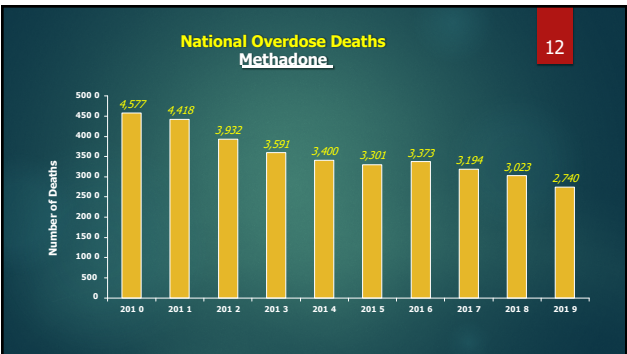
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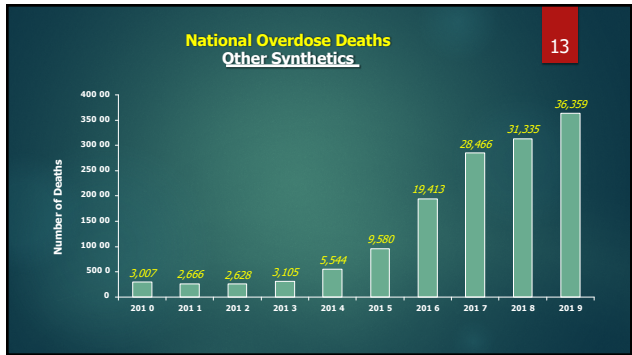
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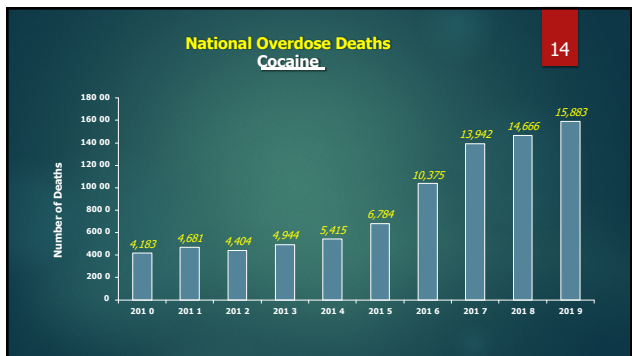
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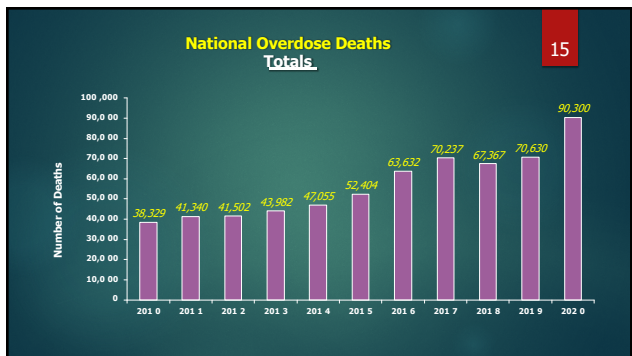
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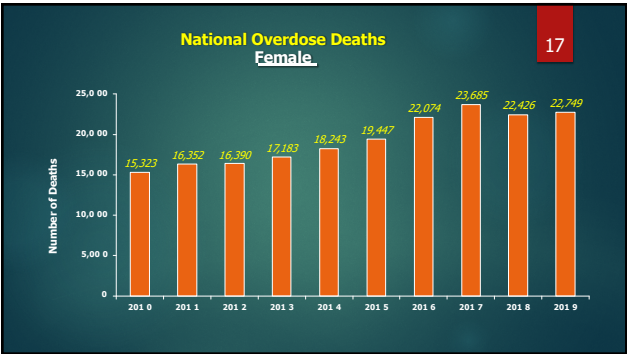
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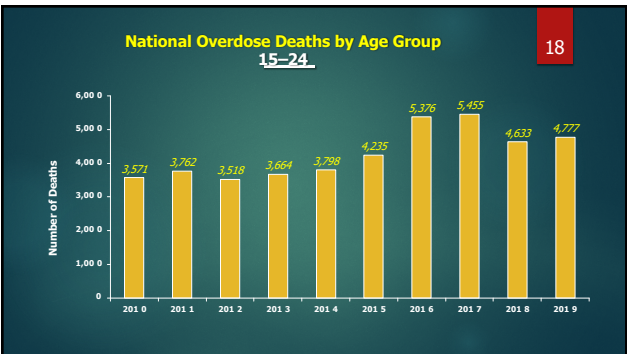
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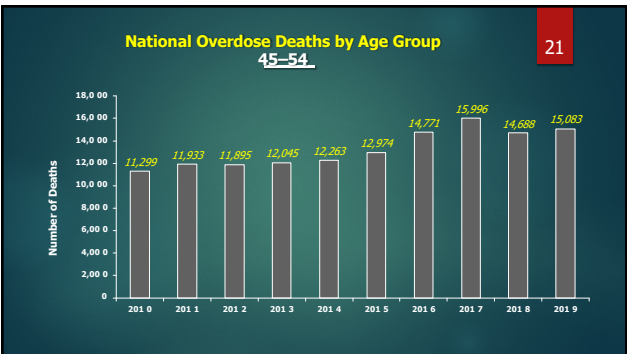
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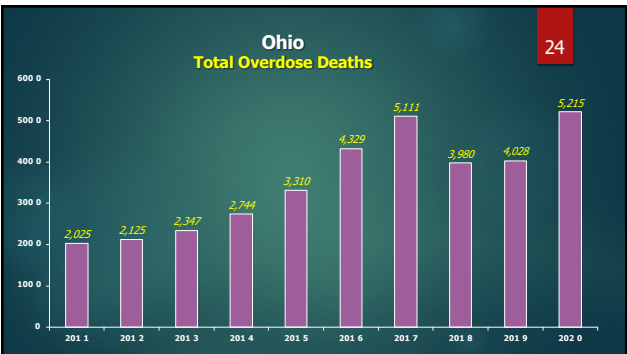
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Dopamine and The Brain's Reward Circuit

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Responsible for impulsivity and planning

FRONTAL LOBE

DOPAMINE SYSTEM

DOPAMINE RELEASE SYSTEM

Nucleus accumbens

Amygdala

Substantia nigra

Ventral tegmental area

EXERCISE

GAMES

GAMBLING

SHOPPING

SEX

Drugs of abuse

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Neurotransmitters and Addictive Drugs of Abuse

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Neurotransmitter	is mimicked by.... Drug of Abuse
Acetylcholine	Nicotine
Serotonin	LSD
Dopamine	Amphetamine
Endorphin	Morphine
GABA	Alcohol

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Natural Rewards Elevate Dopamine Levels

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FOOD

NAc shell

% of Basal DA Output

Time (min)

Empty Box

Feeding

SEX

DA Concentration (% Baseline)

Copulation Frequency

Sample Number

Mounts

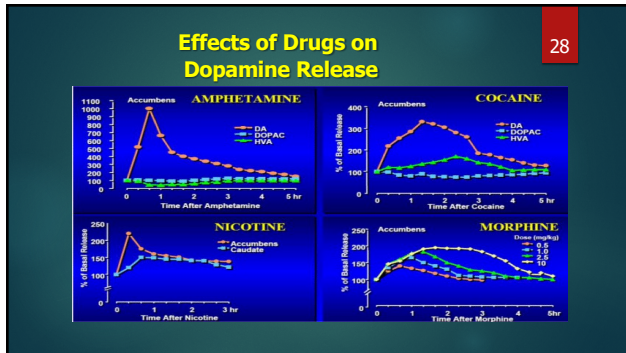
Intromissions

Ejaculations

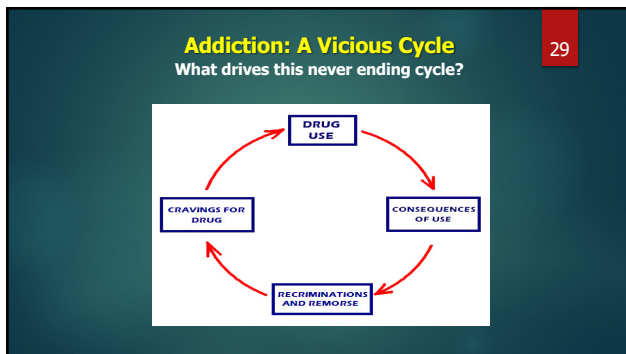
Source: Di Chiara et al.

Source: Fiorino and Phillips

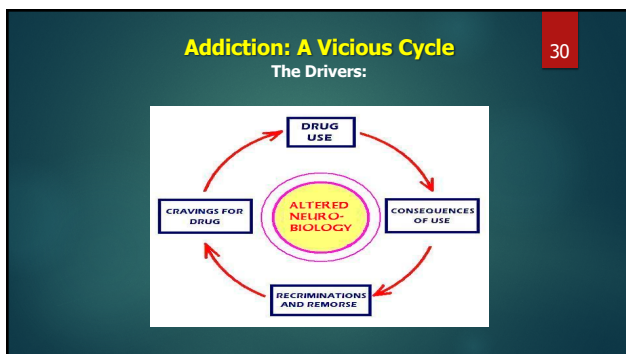
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Addiction: A Vicious Cycle

The Drivers:

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Addiction As A Disease

- A. The disease of addiction is **primary** – meaning most important or ranked as most important. This is saying it is the engine to the train, not the caboose.
- B. The disease of addiction is **progressive**- progressing gradually; developing gradually over a period of time.
- C. The disease of addiction is **chronic** – having a particular long-term illness or condition.
- D. The disease of addiction is **fatal** – leading to death, causing or capable of causing death.
- E. The disease of addiction is **treatable** – capable of being treated, yielding or responsive to treatment.

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DSM 5 Criteria for Substance Use Disorder

(American Psychiatric Association, 2013)

A problematic pattern of alcohol use leading to clinically significant impairment or distress, as manifested by at least two of the following, occurring within a 12- month period:

- ▶ Alcohol is often taken in larger amounts or over a longer period than was intended.
- ▶ There is a persistent desire or unsuccessful efforts to cut down or control the alcohol use.
- ▶ A great deal of time is spent in activities necessary to obtain alcohol.
- ▶ Craving, or a strong desire or urge to use alcohol.
- ▶ Recurrent alcohol use resulting in a failure to fulfill major role obligations.

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Addiction As A Family Illness

- ▶ As The Disease Progresses The Family Will Unknowingly Accommodate Its Presence.
- ▶ Good Times...Become Replaced By An Obsession to Help Stop the Destructive Behavior of the Addict/Alcoholic
- ▶ Family Despair & Resentments
- ▶ Hopeless

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Signs and Symptoms on the Job

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- ▶ Presence of alcohol or drugs in employee's possession or vicinity, employee in possession of drug paraphernalia (pipes, bowls, substances) on the job misconduct by the employee, or the employee self admission to using or having possession of substances.

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Continued

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- ▶ Absenteeism
- ▶ High Accident Rate/Accident Claims
- ▶ Difficulty in Concentration
- ▶ Problems with Memory
- ▶ Confusion
- ▶ Erratic work patterns/behavior
- ▶ Low job quality/efficiency/motivation
- ▶ Deteriorating relationships with others on the job

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Signs and Symptoms of Alcohol Use

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- ▶ Decreased involvement in extracurricular activities
- ▶ Loss of interest in work or school
- ▶ Depression
- ▶ Lack of interest in family or friends
- ▶ Preoccupation with drinking
- ▶ Restlessness
- ▶ Inability to control drinking
- ▶ Erratic behavior
- ▶ Violent behavior
- ▶ Slurred speech
- ▶ Alcohol on breath

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Signs and Symptoms of Cocaine Use

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- ▶ Increased agitation
- ▶ Effusive enthusiasm
- ▶ Disinhibition
- ▶ Increased movement (i.e. hyperactivity)
- ▶ Increased common cold-like symptoms and/or nosebleeds
- ▶ Signs of involuntary movements (i.e. muscle tics)
- ▶ Changes in concentration and focus

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Signs and Symptoms of Opiate Use

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- ▶ Noticeable elation/euphoria
- ▶ Marked sedation/drowsiness
- ▶ Confusion
- ▶ Constricted pupils
- ▶ Slowed breathing
- ▶ Intermittent nodding off, or loss of consciousness
- ▶ Constipation

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Signs and Symptoms of Marijuana Use

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- ▶ Euphoria
- ▶ Relaxation
- ▶ Drowsiness
- ▶ Altered sense of time
- ▶ Impaired memory
- ▶ Slowed reflexes and impaired motor skills
- ▶ Bloodshot eyes
- ▶ Increased appetite
- ▶ Dry mouth
- ▶ Increased heart rate
- ▶ Cognitive impairments
- ▶ Paranoia

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Signs and Symptoms of Bath Salts

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Long-term abuse of bath salts appears to result in effects similar to amphetamines:

- ▶ Psychosis
- ▶ Dizziness
- ▶ Heart problems
- ▶ Malnutrition
- ▶ Ulcers
- ▶ Mood disorders
- ▶ Total loss of coordination

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Health Risks from Social Isolation

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- ▶ Mortality
- ▶ Smoking
- ▶ Obesity
- ▶ Sedentary Lifestyle
- ▶ Cognitive Decline
- ▶ High Blood Pressure
- ▶ Anxiety
- ▶ Depression
- ▶ Low Self Esteem



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Nine in 10 home workers drinking alcohol on the job

- ▶ Eight in 10 (83%) said they drank while working from home at least twice per week, while 93% said they had consumed more alcohol during the pandemic than they had previously.
- ▶ More than a quarter (26%) admitted their alcohol consumption increased between March and June, when pubs were closed during the first lockdown.
- ▶ A separate research from Bupa Global found 38% of UK business leaders had turned to alcohol or drugs to cope with mental ill health during the pandemic.

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Other Symptoms Common in Grief

- ▶ Trouble Sleeping
- ▶ Change in Activity
- ▶ Change in Energy
- ▶ Appetite loss or increase
- ▶ Loss of interest in pleasure
- ▶ A feeling of Emptiness

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Creating a Drug Free Workplace

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- ▶ Clear Policies and Procedures
- ▶ Supervisory Training on the Policies and How to Identify Impaired Workers
- ▶ Policy to Include Random Drug Screens
- ▶ An Employee Assistance Program
- ▶ Alcohol Free Events

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Supporting Workers and Families

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- ▶ Hosting Support Groups in the Workplace
- ▶ Identify Employees that would be Willing to Support Newly Recovering Individuals
- ▶ Provide Ongoing messages on Mental Health/Addiction Issues
- ▶ Continue to be empathic and supportive

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Questions?

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