

# MODULE II: DEVELOP AND IMPLEMENT THE PLAN – EMPLOYEE ASSISTANCE PROGRAMS AND HEALTH CARE BENEFITS

**An employee assistance program (EAP) is another approach that can support workers. These programs typically offer a range of services and support, including those to address personal or emotional problems that are interfering with job performance, including substance use disorders. Regardless of whether you offer an EAP, your company's employee insurance program should support individuals impacted by addiction.**

## Ensure that adequate services and resources are offered

### COVERAGE SHOULD BE INCLUDED:

- » For alternative pain management options (acupuncture, physical therapy, chiropractic care, etc.), at the same cost as pharmaceutical options, with flexible end dates for coverage.
- » For all levels and types of treatments for opioid use disorder (OUD), including but not limited to all three forms of FDA-approved medications for medication-assisted treatment (methadone, buprenorphine, and naltrexone), behavioral health interventions and programs, inpatient and outpatient services, detoxification services, and more. Prior authorization should be removed when possible.
- » To leverage pharmacy lock-in programs, utilization-management tools, and other emerging technological and analytical tools to reduce access to unnecessary opioid prescriptions and identify employees who are showing early signs of substance misuse.



## Employee awareness campaigns can play a central role

Consistent messaging to your community, customers, and workers reinforces that your company supports people in recovery from opioid addiction and is committed to wellness and recovery. Delaware has a robust campaign to promote community awareness of the state's opioid crisis and resources to help all Delawareans. These messages are being distributed through HelpsHereDE.com, which also has an associated Facebook page.

### TIPS FOR COMMUNICATING EFFECTIVELY:

- » Messages should be brief and easy to understand.
- » The campaign should include frequent substance-specific messaging.
- » Informational flyers posted in common spaces can spread the word.
- » You may also consider putting messages on posters at worksites or on flyers accompanying paychecks.
- » Encourage employees and leaders to share their own stories of recovery.



## Have naloxone available at your workplace and train employees on how to use it

Naloxone, sometimes known by its brand name, Narcan, can reverse opioid overdoses. Because there is a risk of opioid overdoses occurring in workplaces, employers should consider implementing a program to make naloxone (and training on how to use it) available in the workplace.

### A NALOXONE WORKPLACE PROGRAM COULD INCLUDE:

- » Employee training on how to recognize and respond to an overdose. The Delaware Division of Public Health (DPH) supports a Community-Based Naloxone Access Program, which provides training to community stakeholders, including employers and their employees. For more information, contact the Delaware Division of Public Health Office of Health Crisis Response at [OHCR@delaware.gov](mailto:OHCR@delaware.gov).
- » Making naloxone available on job sites as part of a first-aid kit.

### RECOMMENDED NALOXONE STRATEGY COULD INCLUDE:

- » Becoming familiar with Delaware's laws related to employer naloxone administration and liability.
- » Integrating overdose response and naloxone administration into your overall workplace safety program.
- » Keeping naloxone in a secure location, with access limited to designated, trained staff.
- » Ensuring 9-1-1 is called immediately as part of an overdose response. After an individual has been administered naloxone, they should still seek medical attention.



## SUPPORTING OVERDOSE RESPONSE:

- » **The Good Samaritan Law** minimizes individual liability for anyone who administers naloxone to someone they believe has overdosed from opioids. The law states that individuals providing emergency care in good faith, without gross negligence, are immune from liability for civil damages.
- » **Delaware's Standing Order** authorizes approved community-based training programs and participating pharmacies to distribute naloxone kits to community members who have completed the Community-Based Naloxone Access Program Opioid Overdose Responder Training.
- » **Free OpiRescue Delaware app.** The app is available for both iPhone and Android users, and it provides step-by-step instructions to reverse an opioid overdose, as well as resources for family and friends. Download it at [HelpsHereDE.com/Get-Help/OpiRescue-App](https://HelpsHereDE.com/Get-Help/OpiRescue-App).

## Community Partnerships and Resources

In addition to the strategies above, employers can forge connections with local and statewide community groups and providers already working to address the opioid crisis, including the Delaware Behavioral Health Consortium, atTack addiction, and the Delaware Community Response Teams.

### BENEFITS OF CONNECTING WITH THESE GROUPS:

- » Learn about what is happening in the community. What drugs are present? Where are overdoses happening? Understanding these local factors can help guide your policy development as an employer to have the most impact and reduce the most risk.
- » Obtain and leverage educational materials about the opioid crisis and available resources already being developed in order to share them with your employees.

### PLAN TO USE DATA TO:

- » Help to inform statewide trends related to overdose and substance misuse.
- » Support additions and modifications to your employee support strategies.
- » Identify trends on prescribing and risk factors for substance misuse.

## Key objectives checklist

- ✔ Final plan content for addressing substances in your workplace
- ✔ Implementation of work plan
- ✔ Assignment of responsibility to strategies
- ✔ Implementation of the plan

