



STATE of MINNESOTA

Executive Department

Governor Tim Walz

Executive Order 24-11

Advancing the State of Minnesota as a Recovery Friendly Workplace

I, **Tim Walz, Governor of the State of Minnesota**, by the authority vested in me by the Constitution and applicable statutes, issue the following executive order:

Substance use and misuse issues impact every Minnesotan. A loved one's substance use can have deep and lasting impacts on families, friends, and communities. Over the past several years deaths due to unintentional drug overdoses and substance use have increased dramatically. There are also significant economic impacts from substance use disorder, with excessive drinking alone costing Minnesotans nearly \$8 billion annually in health care costs, loss of productivity, and other societal impacts. While the path to recovery can be challenging, fostering supportive, empathetic, and compassionate environments leads to greater probabilities of lasting success. Creating more opportunities for recovery is important both to employee health and wellbeing and to the economic vitality of the state.

The workplace can be instrumental in helping those dealing with substance use disorder. Many individuals experiencing substance use disorder are employed, and their employment is essential to both achieving and sustaining their recovery. Employees who feel supported at work are healthier, more productive, and experience higher job satisfaction. As one of the state's largest employers, the State of Minnesota is committed to creating a recovery friendly workplace where employees can maintain their recovery while feeling safe and supported.

For these reasons, Minnesota is taking a public health approach when it comes to substance use. Making the State of Minnesota a recovery friendly workplace helps support individuals dealing with substance use disorder as well as their families, friends, colleagues, and communities. It will help state agency employees engage in behavioral health and substance use education, promote recovery, and work to keep Minnesotans safe and healthy. Establishing this culture of dignity, respect, and understanding will not only help individuals on their recovery journey but will help Minnesota retain employees and make the State of Minnesota an employer of choice.

For these reasons, I order as follows:

1. **Definitions.** For the purposes of this Executive Order, the terms below are defined as follows:
 - a. "Recovery friendly workplaces" means workplaces that assist employees with substance use disorder or in recovery from substance use disorder by:
 - i. facilitating access to treatment and supports for employees with substance use disorder and their families;
 - ii. coordinating the return to work; and
 - iii. reducing the risk of substance misuse and substance use disorder through education.
 - b. "State agencies" means the departments and agencies listed in Minnesota Statutes, section 15.06, subdivision 1, in addition to the Office of Higher Education, the Department of Military Affairs, and the Office of Cannabis Management.
 - c. "Opioid antagonist medication" means a drug that can reverse the effects of an opioid overdose if administered in time.

2. Actions by State Agencies.

- a. Minnesota Management Budget (“MMB”), the Minnesota Department of Administration (“Admin”), the Minnesota Department of Health (“MDH”), and the Office of Addiction and Recovery will collaborate and facilitate conversations with one another and state and local health agencies to provide education on substance use disorder to all Minnesotans.
- b. MMB will:
 - i. identify ways to support state agency employees and their families in recovery;
 - ii. research, design, and provide trainings for state agency employees on:
 - 1. reducing the stigma attached to substance use disorder in the workplace; and
 - 2. identifying resources available to state agency employees and their families dealing with substance use disorder.
 - iii. work with Admin on the feasibility of procuring and distributing opioid antagonist medication for state agencies to include in emergency kits; and
 - iv. collect information from state agencies annually on their progress implementing the Executive Order and transmit the information to the Office of Addiction and Recovery.
- c. MDH and MMB will collaborate to tailor and distribute the *Opioid Epidemic Response: Employer Toolkit* to state agencies to ensure uniform training and education on opioids and substance use and misuse prevention, response, recovery, and support.
- d. MDH will:
 - i. work with private employers and local government to implement and expand the *Statewide Recovery Friendly Workplace Initiative* passed in the 2023 legislative session; and
 - ii. provide technical assistance to MMB trainings.
- e. Office of Addiction and Recovery will:
 - i. review annual progress from state agencies on the steps they are taking to become recovery friendly;
 - ii. produce an annual report on the continued progress of recovery friendly workplace initiatives across the state; and
 - iii. work as a facilitator, convener, and partner to achieve the goals set forth in this order.

This Executive Order is effective fifteen days after publication in the State Register and filing with the Secretary of State. It will remain in effect until rescinded by proper authority or until it expires in accordance with Minnesota Statutes 2023, section 4.035, subdivision 3.

A determination that any provision of this Executive Order is invalid will not affect the enforceability of any other provision of this Executive Order. Rather, the invalid provision will be modified to the extent necessary so that it is enforceable.

Signed on October 4, 2024.



Tim Walz, GOVERNOR

Filed According to Law:

A handwritten signature in black ink, reading "Steve Simon", is positioned above a horizontal line.

Steve Simon, SECRETARY OF STATE