



## Office of Addiction and Recovery - Monthly update

<https://mn.gov/mmb/oar/>

# Hello and introductions

## Meeting logistics:

- All attendees, except presenters, will remain muted
- We will work to address all questions during the time allotted.

# Agenda

11:00 a.m.	Hello and introductions
11:05 a.m.	OAR update
11:15 a.m.	Recovery Friendly Workplaces
11:35 a.m.	Minnesota Department of Education Statewide Health standards
11:55 a.m.	Closing

- Legislative update
- Federal response
- MOUD in Jails workgroup update & low barrier workgroup
- Recovery Friendly Workplace

# National Recovery Friendly Workplace Institute

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MN OAR

May 28, 2025



Presented by:



# Definition: Recovery Friendly Workplace

...is a place of work in which the employer, in collaboration with employees, establishes, maintains, and continually enhances policies, practices, and a culture and work environment that are supportive of current and prospective employees in recovery from, or otherwise affected by, substance use disorders.



# Why the Workplace?



People spend the bulk of their time at work



Substance use in the workforce is widespread



Untreated substance use disorder is extremely costly to employers



Adopting RFW policies is good for business AND good for employees

# Need for Recovery Friendly Workplaces

14 million U.S. employees are in long-term recovery

26.9 million U.S. employees have an SUD (2021)

Two-thirds of U.S. households are affected by substance use disorder (SUD)

SUD costs employers \$81 billion annually





Productivity



Employee health



Employee satisfaction, morale, & loyalty



Talent attraction & retention



Community connection



Customer loyalty

IMPROVED

# Benefits of being a Recovery Friendly Workplace



Absenteeism & presenteeism



Workplace injuries & incidents



Health care, disability, & workers' compensation expenses

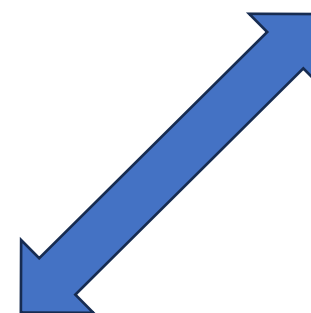
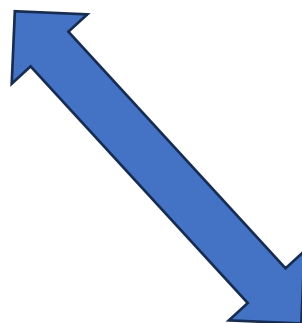


Turnover & related costs

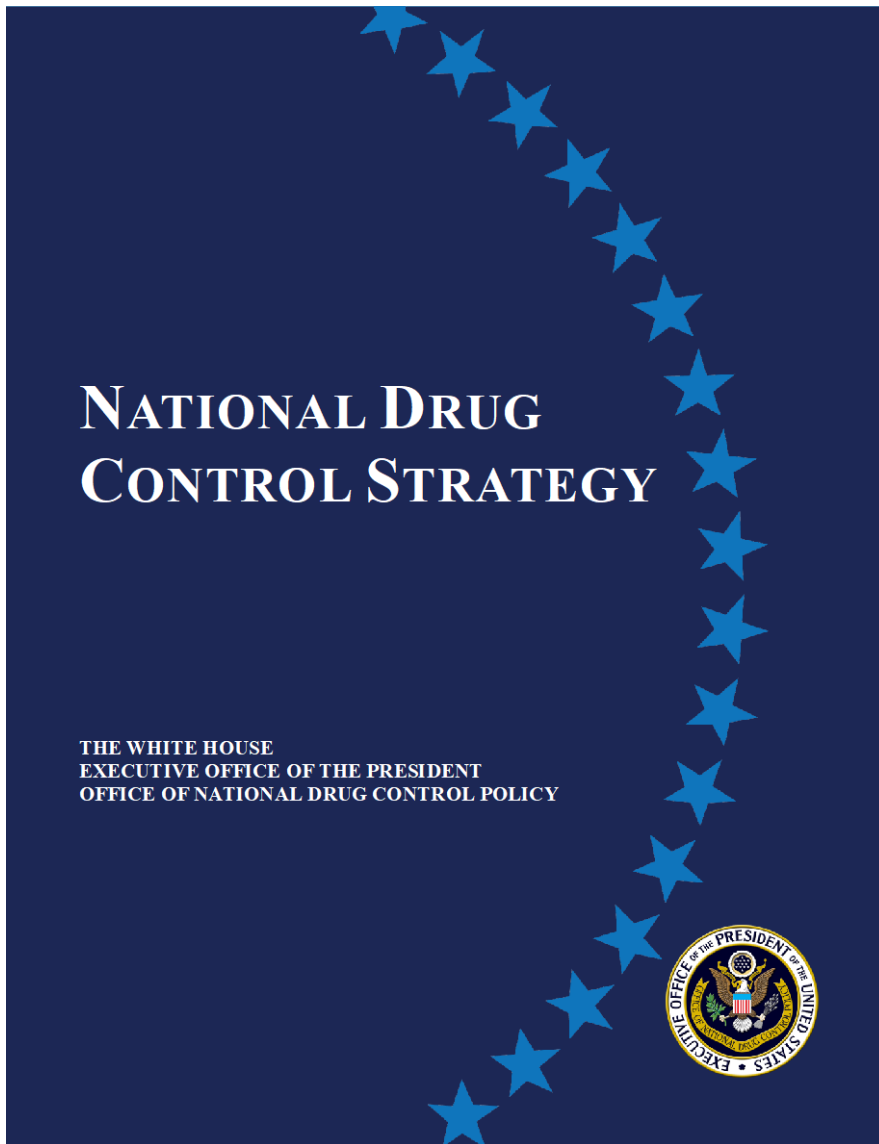


Harm to employees, families, & communities

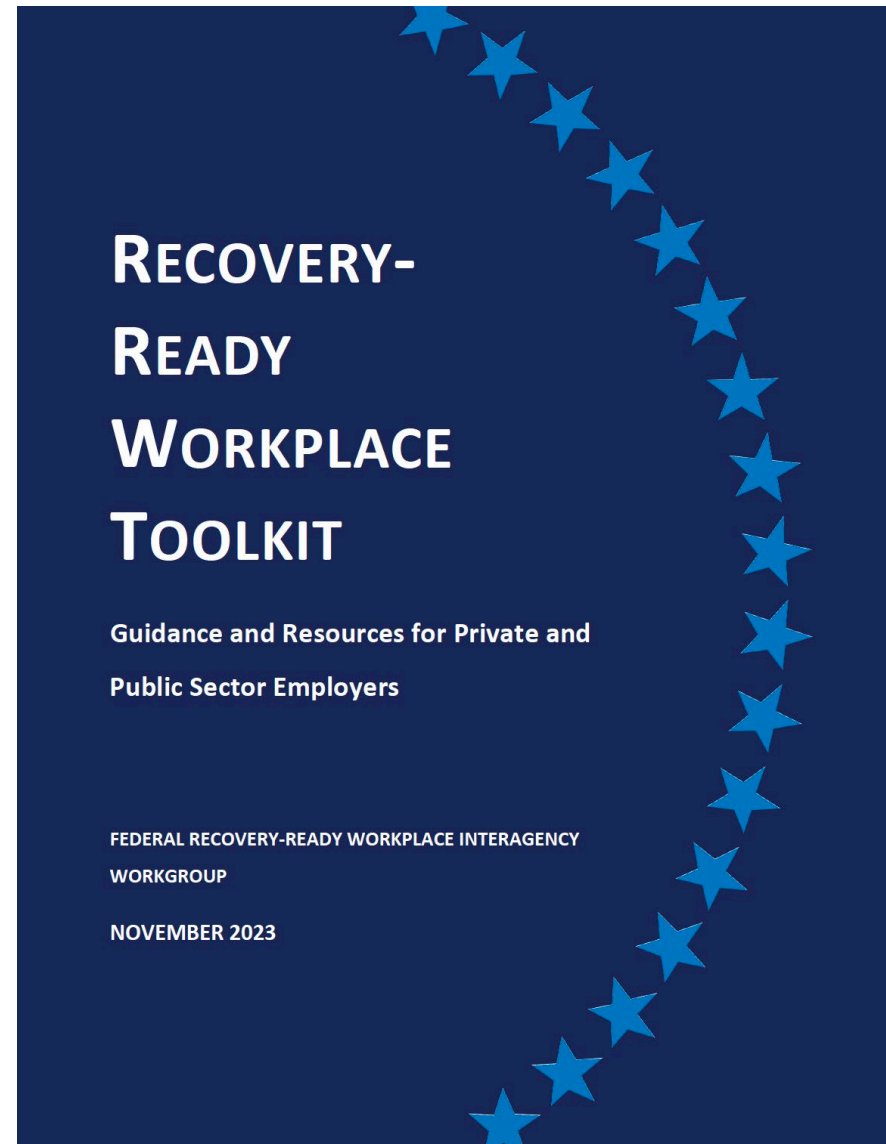
DECREASED



**GLOBAL RECOVERY  
INITIATIVES FOUNDATION**

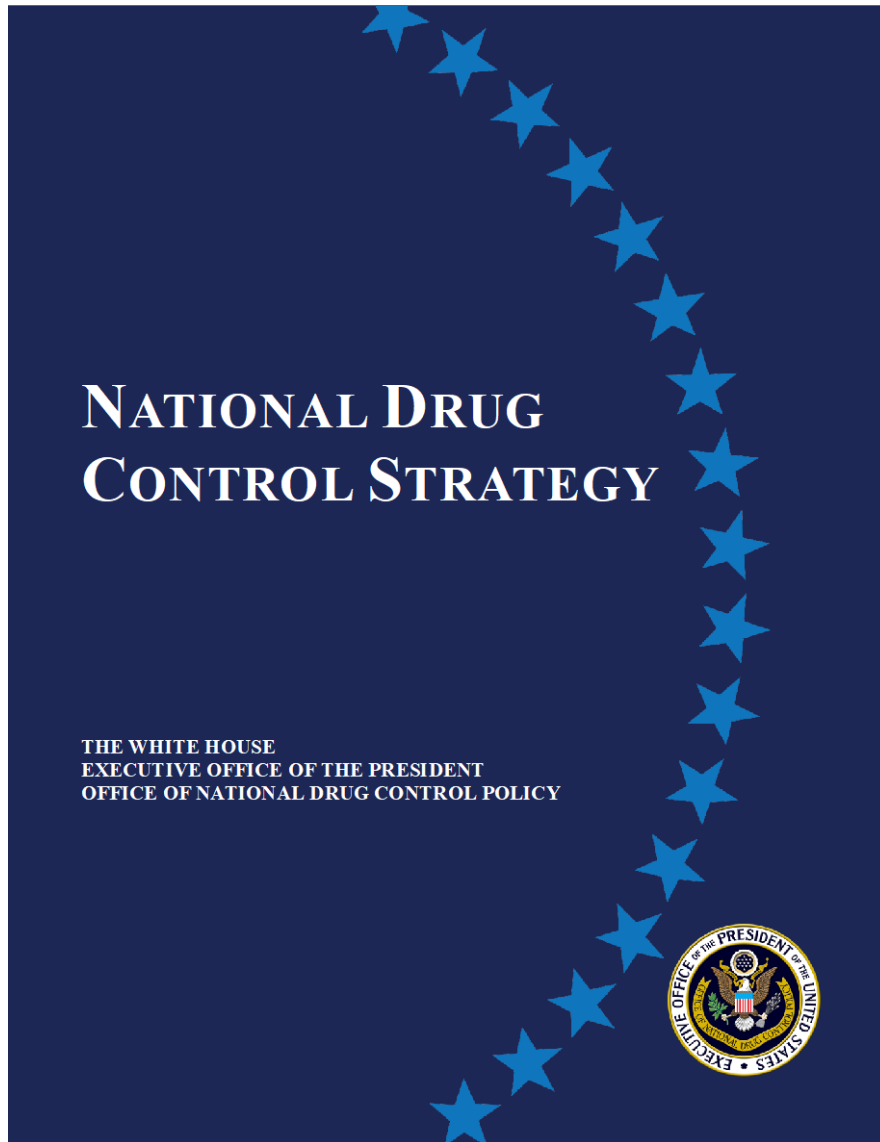


[Link](#)



[Link](#)

*Note: the language recovery friendly and recovery ready are viewed as synonymous, as noted in ONDCP Employer Toolkit*



[Link](#) – pg 73

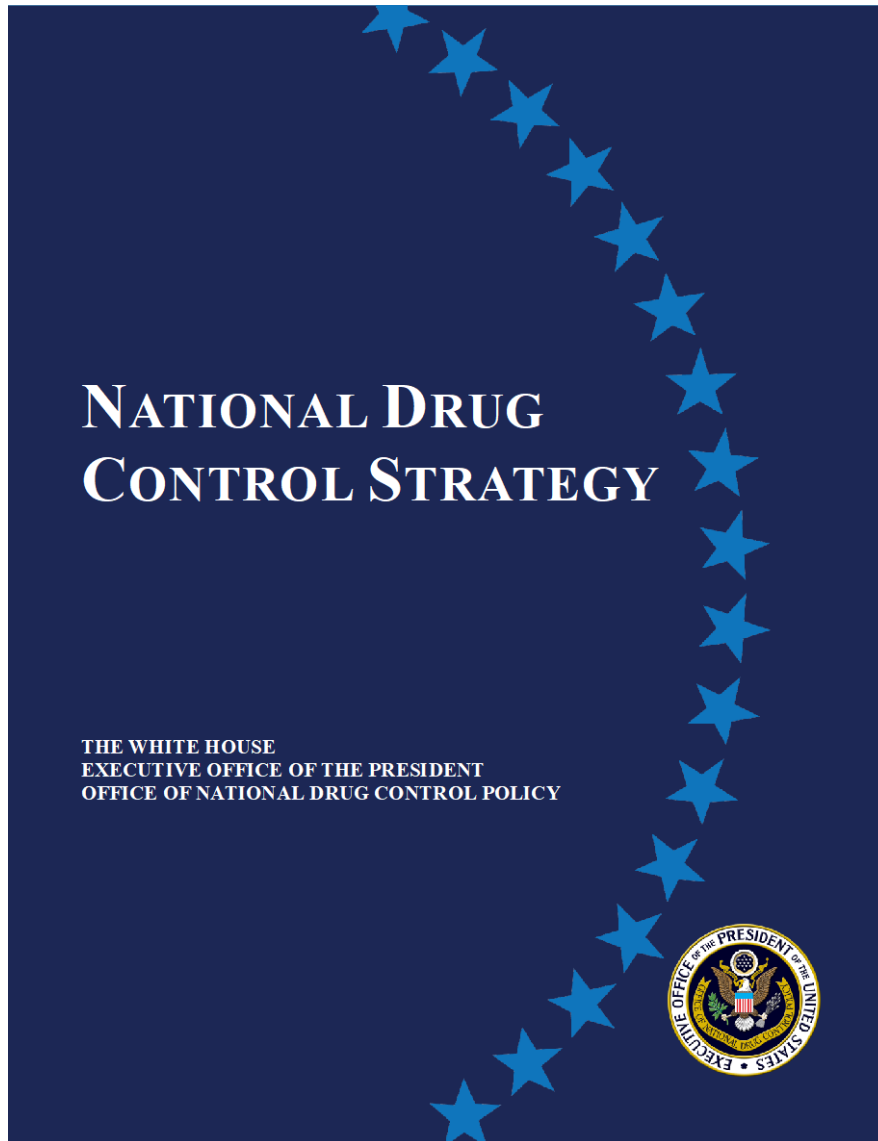
**C. Expand employment opportunities and promote Recovery-Ready Workplace policies.** (*Agencies Involved: Commerce; DOL/ETA, ODEP; EEOC; HHS/ASPE, CDC, SAMHSA; OPM; VA/VHA*)

Employment is a critically important part of the recovery journey for many and is also recognized as a key form of recovery capital.<sup>308</sup> Indeed, employment not only offers stabilizing supports to the individual and the larger community, but also reduces recidivism among people involved in the criminal justice system thereby enhancing public safety. However, a history of substance use or related criminal justice system involvement constitutes a significant barrier to meaningful employment for the individual. A crucial form of recovery capital, employment is associated with enhanced rehabilitative outcomes for the individual and public safety outcomes for the greater community.

To improve outcomes over the long-term, we must recommit to shifting the focus of drug policy from punishment and social exclusion to healing and community reintegration. That is how we will begin to turn the tide, building recovery-ready communities that can effectively respond to and heal from drug use, addiction, and overdose.

ONDCP should contribute to and coordinate with the Administration's existing interagency process to expand employment opportunities for formerly incarcerated persons so that it may share its expertise on how to support individuals in recovery. ONDCP should also continue to co-lead a working group focused on recovery-ready workplace policies, such as those detailed through CDC/National Institute for Occupational Safety and Health's (NIOSH) Workplace Supported Recovery initiative and New Hampshire's Recovery-Friendly Workplace initiative, which was launched with funding from the Department of Labor and has been adopted by a number of states. Participants in that working group include SAMHSA, the Departments of Commerce, the Department of Labor, NIOSH, and the VA. This existing interagency process works to develop and implement plans for establishing, expanding, and enhancing employment-related initiatives for people in recovery and people with active SUD, including through broader adoption of approaches such as the Individual Placement and Support (IPS) supported employment model. In addition, with support from the Office of Personnel Management (OPM), the Equal Opportunity Commission (EEOC), the Department of Commerce, the Chief Human Capital Officers Council (CHCOC), and selected other agencies, it will explore opportunities to promote the adoption of recovery-ready workplace policies within the federal government. ONDCP should also apply these insights to the Administration's interagency process on expanding employment opportunities for formerly incarcerated persons.

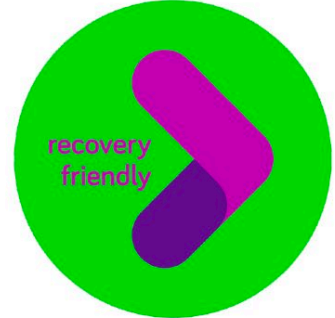

Recognizing that the majority of Americans with SUD are employed,<sup>309</sup> it is essential that more employers adopt recovery-ready workplace policies to prevent substance use in the workforce, encourage help seeking by employees with SUD, provide needed accommodations and workplace supports for those in treatment and recovery, and build recovery-supportive workplace cultures—all of which enhance public health and public safety.



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### Building Recovery-Ready Workplaces

The Biden-Harris Administration is committed to promoting the adoption of recovery-ready workplace policies, including in the federal government. A growing number of states is developing initiatives that encourage hiring of people in recovery and the adoption of recovery-ready workforce policies, which encourage help-seeking among workers, seek to prevent substance use in the workforce, and develop recovery-supportive policies and cultures to help employees achieve and sustain recovery. The states of New Hampshire and Indiana are among the pioneers in this domain. New Hampshire established the Recovery-Friendly Workplace initiative, which other states have replicated, and the Hoosier State launched Indiana Workforce Recovery. Additionally, the National Institute for Occupational Safety and Health (NIOSH), part of the CDC makes resources available to employers through its Workplace Supported Recovery Program.

Promoting productive workplaces through safety and health research / **NIOSH**



# STATEMENT OF DRUG POLICY PRIORITIES

APRIL 1, 2025

THE WHITE HOUSE  
EXECUTIVE OFFICE OF THE PRESIDENT  
OFFICE OF NATIONAL DRUG CONTROL POLICY



[Link](#)



## TRUMP ADMINISTRATION'S DRUG POLICY PRIORITIES

### INTRODUCTION

The Trump Administration recognizes the urgent need for decisive action to address the scourge of illicit drug use that plagues our Nation and continues to account for the loss of thousands of American lives. The opioid crisis, fueled by the proliferation of illicit fentanyl and other synthetic drugs, remains at epidemic proportions and is responsible for most of those deaths. Other synthetic substances like methamphetamines, adulterants like xylazine, and cultivated drugs like cocaine and heroin likewise contribute to widespread addiction and overdose deaths.

The staggering loss of life caused by illicit drugs underscores the severity of the challenge, but the Trump Administration has already taken critical steps to confront this crisis through a series of Executive Orders that secure our borders, combat drug trafficking organizations (DTOs), and demand reform by source countries from which illicit drugs and precursor chemicals flow into the United States. We have designated as foreign terrorist organizations (FTOs) eight international cartels and gangs that traffic drugs and endanger the security of the United States, providing us new authorities and additional tools to go after these networks, and target the suppliers, brokers, distributors, and financiers that keep them in business. These executive actions, together with a commitment to educate the American public on the dangers of drug use, prevent drug use before it starts, and provide treatment and recovery support for Americans in need, form the basis of our national drug policy.

The Trump Administration will identify and hold accountable those responsible for exacerbating the flow of drugs within our borders. We will develop bold policy choices, employ innovative and sophisticated technology, and create a skilled, recovery-ready workforce to combat this crisis and ensure the safety of all Americans.

Together, we will build a safer, healthier future for America.

For over 20 years...



Advances philanthropy and government investment to grow programs to sustain recovery for people with SUD



Convenes experts and people with lived experience in recovery to identify gaps in research and programs



Consistently engages public, private, and pop culture to fill gaps in the field through recovery initiatives such as:

- Establishing one of the 1<sup>st</sup> recovery high schools
- Partnering with AmeriCorps to create Recovery Corps
- Launching Young People in Recovery
- Convening 2 national Recovery Research Summits
- Establishing the National Recovery Friendly Workplace Institute

# Who runs the National RFW Institute?

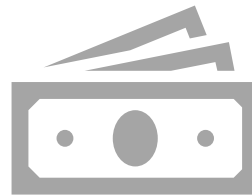


**GLOBAL RECOVERY  
INITIATIVES FOUNDATION**

<https://globalrecoveryinitiatives.org/>



Houses  
the Institute



Serves as fiscal agent  
through established  
501(c)(3)



Provides financial  
management and  
fundraising support



# National Recovery Friendly Workplace Institute

<https://rfwinstitute.org/>



## Mission

To engage employers in creating **certified** Recovery Friendly Workplaces

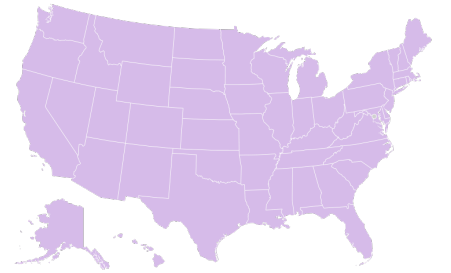


## Vision

A future in which employers are equipped knowledge, tools, resources, procedures, policies, and benefits to ensure employees with Substance Use Disorder and mental health conditions have access to treatment and recovery services at parity with all other chronic health conditions



# Achieving a Nation of Recovery Friendly Workplaces through...



National Certification



State Initiatives



# 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.

**"Substance use disorder is a challenging journey. Providing support for employees' health in the workplace is key to both achieving and sustaining recovery,"**

**"By increasing respect and support for those in recovery, we can do a better job of retaining employees, supporting communities, and promoting the economic vitality of our state." – Governor Tim Walz**

[Link to Executive Order](#)

# RFW Definition - EO

**Making the State of MN  
Enterprise an RFW**

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.

## National RFW Certification Component



Education & Awareness – Employee Awareness

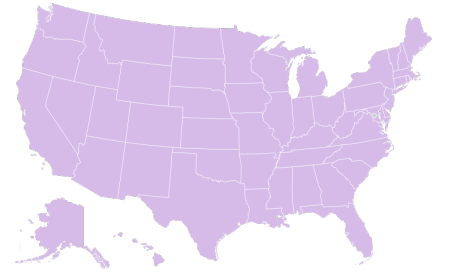


Hiring, Retention, & Advancement -  
Contingent or Return-to-Work Agreement



Education & Awareness – SUD and  
Recovery Education

# Achieving a Nation of Recovery Friendly Workplaces through...



National Certification

Large, multistate or multinational employers

Or

Employers that don't have an operational state-level RFW program

# Pillars of National RFW Certification

[Link to Full Certification Document](#)



# Nationally Certified RFWs

[Link to View Online](#)



**ORACLE®**



**Eliot**



**Comagine**  
Health



**ForsMarsh**





# List of Nationally-Certified RFWs

[Link to View Online](#)



Associated Builders and Contractors - 90

Association of Flight Attendants-CWA - 50,000

★ Comagine Health - 464

Eliot Community Human Services - 2,000

Fors Marsh – 428

★ Foundation for Opioid Response Efforts - 7

GoMo Health – 47

The Gorilla Glue Company – 848

Human Resources Certification Institute – 53

Hypertherm Associates – 1,500

Impact Life – 56

National Drug and Alcohol Screening Association – 4

Olympia Hospitality – 1,891

Oracle - 85,000

★ Premise Health – 6,327

Shaw Industries – 17,400

Thermo-Kool – 155

★ Utah Support Advocates for Recovery Awareness - 43

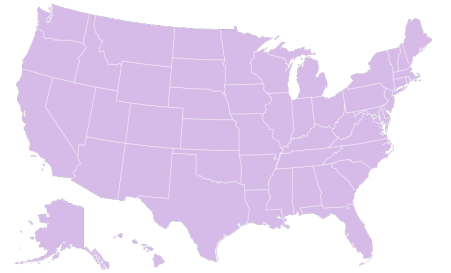
Wire Health – 7

~166,000+

Employees working for a Nationally Certified  
Recovery Friendly Workplace



# Achieving a Nation of Recovery Friendly Workplaces through...



## State Initiatives

# State RFW Initiatives

Helping MN design a  
statewide RFW initiative  
that serves employers  
within MN

Governor and Legislature support for statewide organization to coordinate:



**Awareness &  
Education**



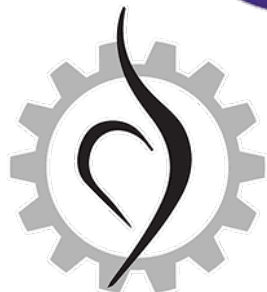
**Training &  
Technical  
Support**



**Connection to  
Resources &  
Recovery  
Community**



**State-level  
certification or  
designation**



HEALTHIER WORKFORCE  
CENTER of the MIDWEST



RECOVERY FRIENDLY  
WORKPLACE  
MAINE

RECOVERY  
—READY—  
WORKPLACE

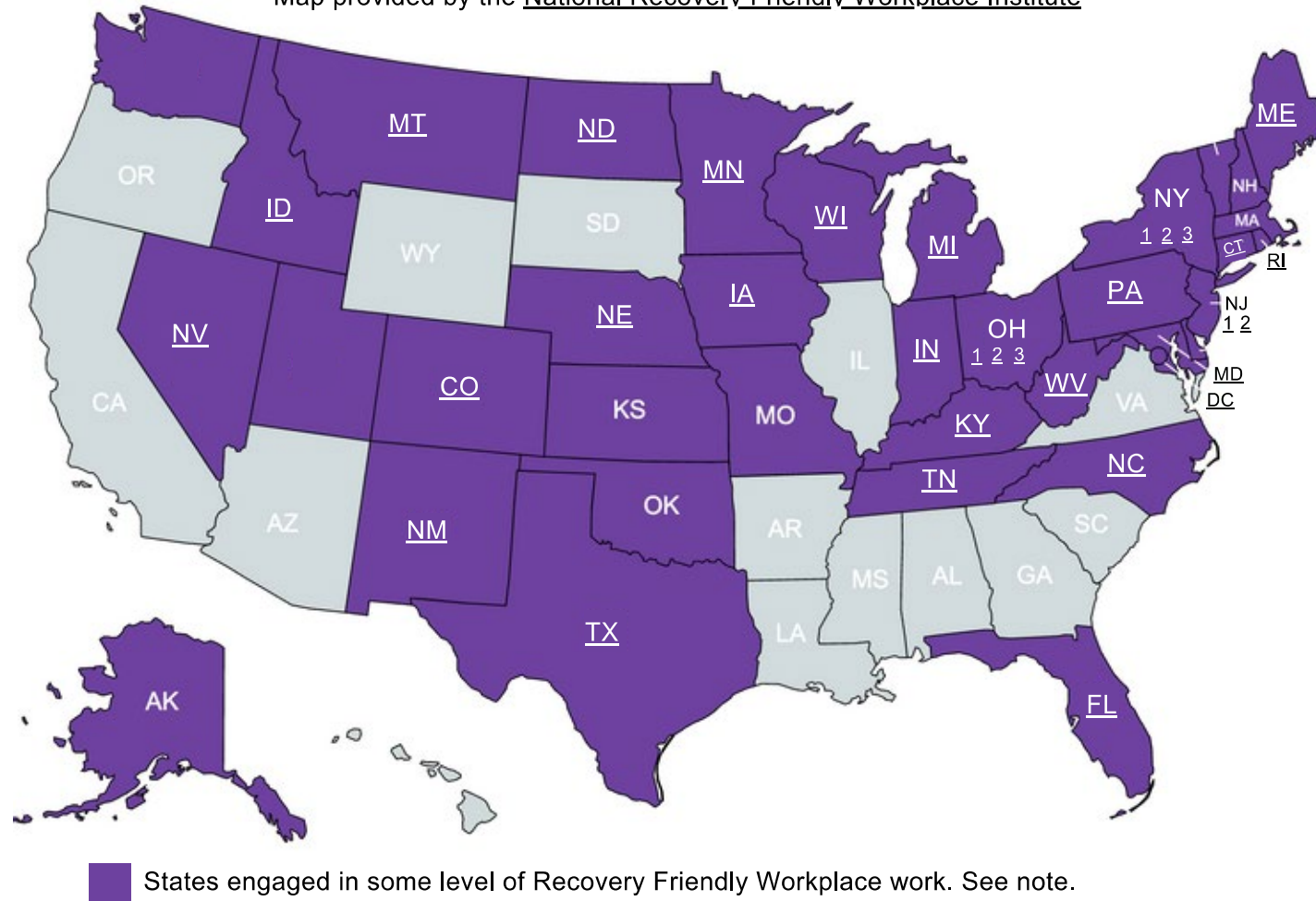
INDIANA WORKFORCE RECOVERY  
LEADING THE FIGHT AGAINST DRUG ADDICTION IN THE WORKPLACE



# Recovery Friendly Workplace Engagement by State

[Link to Map on Website](#)

Map provided by the [National Recovery Friendly Workplace Institute](#)



***Note: This map was last updated April 2025. There may be changes since it was last updated. Highlighted states represent some level of engagement in Recovery Friendly work ranging from a toolkit with an associated contact, all the way up to a fully operational RFW program. Some initiatives have similarly-charged programs, and are included because their core mission is the same. Hyperlinks will direct you to that state's program website or to the point of contact working on building a program. Some highlighted states operate local and regional programs, not statewide. Please email [info@rfwinst.org](mailto:info@rfwinst.org) with any inquiries or updates.***



## Contact

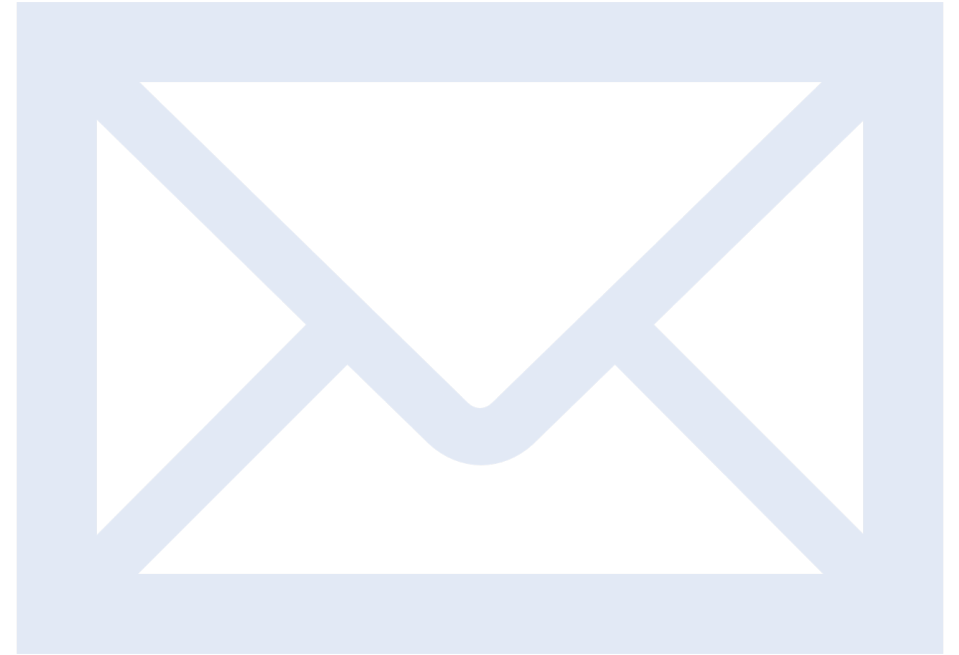
**Eliza Zarka**

Program Director

National Recovery Friendly Workplace Institute

[ezarka@rfwinst.org](mailto:ezarka@rfwinst.org)

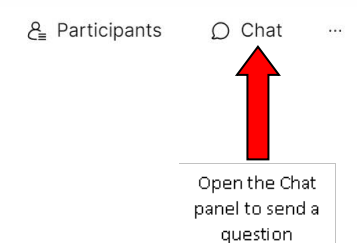
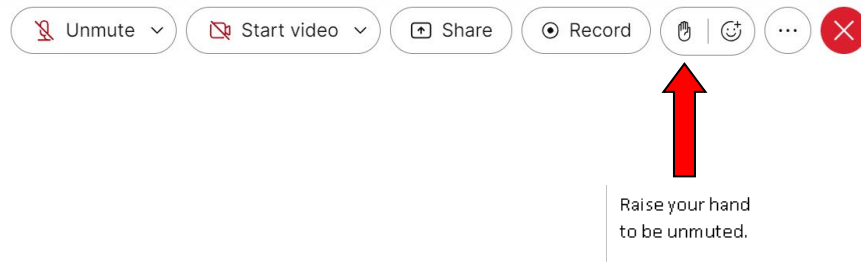
[linkedin.com/in/elizazarka](https://www.linkedin.com/in/elizazarka)



# Questions about Recovery friendly workplaces

Attendees are muted.

Use the menu bar at the bottom of your screen to raise your hand so we can unmute you or open the Chat panel and submit a question.



If using the Chat panel, please post chat questions to everyone to allow for all attendees to see conversation

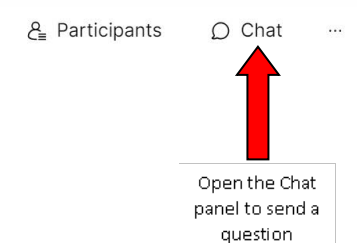
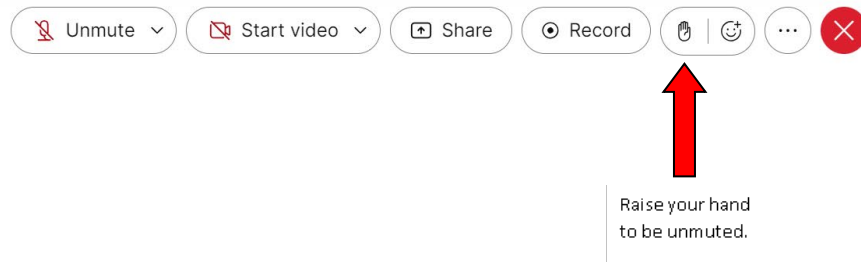
# MDE Statewide Health standards

- Jennifer Dugan - Director, Academic Standards, Instruction, and Assessment - Minnesota Department of Education
- Health Education Site
  - All public comment or feedback periods are posted to this webpage.
  - To be notified of public comment or feedback periods via email, please sign up for the Health Standards Public Comment mailing list.

# Questions about Health standards

Attendees are muted.

Use the menu bar at the bottom of your screen to raise your hand so we can unmute you or open the Chat panel and submit a question.



If using the Chat panel, please post chat questions to everyone to allow for all attendees to see conversation



# OAR webinar series information

- Visit <https://mn.gov/mmb/oar/monthly-update/> for:
  - A list of all webinar dates
  - A link to register for the next scheduled session
  - Past presentations

# Thank You!

Contact Information

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