Substance Use and Work
Examining Challenges and Solutions in Oil and Gas Extraction

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## Lifetime Odds of Dying for Selected Causes in the US, 2019

<table>
<thead>
<tr>
<th>Cause of Death</th>
<th>Odds of Dying</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heart disease</td>
<td>1 in 6</td>
</tr>
<tr>
<td>Cancer</td>
<td>1 in 7</td>
</tr>
<tr>
<td>Chronic lower respiratory disease</td>
<td>1 in 27</td>
</tr>
<tr>
<td>Suicide</td>
<td>1 in 88</td>
</tr>
<tr>
<td><strong>Opioid overdose</strong></td>
<td>1 in 92</td>
</tr>
<tr>
<td>Fall</td>
<td>1 in 106</td>
</tr>
<tr>
<td>Motor-vehicle crash</td>
<td>1 in 107</td>
</tr>
<tr>
<td>Gun assault</td>
<td>1 in 289</td>
</tr>
<tr>
<td>Pedestrian Incident</td>
<td>1 in 543</td>
</tr>
<tr>
<td>Motorcyclist</td>
<td>1 in 899</td>
</tr>
</tbody>
</table>

*Odds of Dying - Injury Facts (nsc.org)*
Exploring the Link: Substance Use and Work

Lack of employment
Insecure employment, new employment arrangements
Hazardous work and increased risk of work-related injury
Wages, working conditions that can predispose to chronic health problems or pain
Lack of benefits/paid sick leave
Industry/occupational, cultural, and geographic differences
Substance Use Disorders in Workers

1 in 12 workers has an untreated substance use disorder (SUD).

Construction, mining, and service occupations have the highest rates of alcohol and other drug use disorders – and jobs in these industries are often safety-sensitive positions.

Industries with higher numbers of workers with alcohol use disorders also have more workers with illicit drug, pain medication, and marijuana use disorders.

Illicit Drug Use and Overdose Deaths Among US Workers

- According to the National Survey of Drug Use and Health, in 2019, an estimated 3.8% of respondents aged 18 years or older reported illicit drug use in the previous year. An estimated 63.5% of these self-reported users were employed full- or part-time.

- In 2019, 93% of the 70,630 US drug overdose deaths occurred among the working age population, persons aged 15-64 years.

- In 2019, the Bureau of Labor Statistics reported that overdose deaths at work from non-medical use of drugs or alcohol accounted for 5.8% of occupational injury deaths, the seventh year in a row that this percentage increased. (In 2013, this percentage was 1.8%).
Age-Adjusted Drug Overdose Death Rates* Among Workers Aged 16–64 Years in Usual Occupation† Groups with the Highest Drug Overdose Death Rates — National Vital Statistics System, United States, § 2020

Prescription Drug Misuse and Employers

- Over **70%** of 501 HR decision makers said their workplace has been impacted by prescription drugs.

- Only **19%** of respondents felt extremely well prepared to deal prescription drug misuse.

- Less than **50%** were very confident they had appropriate HR policies and resources to deal with prescription drug misuse or abuse.

- Less than **50%** would return an employee to their position after the employee receives appropriate treatment.

Stigma Around SUD Remains Pervasive Among Public—and Practitioners

The Shatterproof Addiction Stigma Index (SASI) was conceived to assess attitudes about substance use and those who engage in substance use.

Almost 3 in 4 respondents find someone currently using substances to be untrustworthy.

One in three are unwilling to move next door to a person currently using substances or have them as a personal friend.

Over half of respondents indicated that a person’s SUD is caused by their own bad character or lack of moral strength.

3 in 4 respondents do not believe that a person with a SUD is experiencing a chronic medical illness.

https://www.shatterproof.org/our-work/ending-addiction-stigma/shatterproof-addiction-stigma-index
The Cost of Substance Use Disorders (SUDs)

- The average employer pays $2,918 in health insurance premiums or self-pay annually for workers without SUDs. For those with SUDs, those costs are approximately $4,770 per worker, and $3,961 per worker in recovery.

- Additional annual average costs to an employer for each worker with an untreated SUD have risen 30% in just three years.

- Employers spend an average of $8,817 annually on each employee with an untreated SUD.

Workers in Recovery

- Each employee who recovers from a SUD saves a company over **$8,500** on average.
  - Treatment prompted or mandated by an employer is more successful than treatment initiated or encouraged by friends or family members.

- Workers who are actively in recovery help employers avoid **$8,175** in turnover, replacement, and healthcare costs.


Increase in Fatal Drug Overdoses Across the United States Driven by Synthetic Opioids Before and During the COVID-19 Pandemic

- The recent increase in drug overdose mortality began in 2019, prior to the declaration of the COVID-19 National Emergency in the United States in March 2020, and has continued.
- The increases in drug overdose deaths appear to have accelerated during the COVID-19 pandemic.
- **Synthetic opioids** are the primary driver of the increases in overdose deaths. State and local health department reports indicate that the increase in synthetic opioid-involved overdoses is primarily linked to illicitly manufactured fentanyl.

Overdose Deaths Reached Record High as the Pandemic Spread

More than 100,000 Americans died from drug overdoses in the yearlong period ending in April, government researchers said.

- Up 30% from prior year; more than the toll of car crashes and gun fatalities combined
- Largely a result of lost access to treatment, rising mental health problems, and wider availability of dangerously potent street drugs
- About 70% of deaths were among men between the ages of 25 and 54

"It has to be easier to get treatment than to buy a bag of dope."

*Total Worker Health* is defined as policies, programs, and practices that integrate protection from work-related safety and health hazards with promotion of injury and illness-prevention efforts to advance worker well-being.

The Promise of *Total Worker Health*

- Reduction in workplace injuries and illnesses
- Improved workers’ job satisfaction
- Enhanced organizational culture of trust, safety, health
- More energizing, meaningful work
- Reduction in work-related stress
- Improved health opportunities, more informed decision-making
- More productive employees
- Reduction in healthcare costs
- Family, community, and societal gains

What is Total Worker Health? | NIOSH | CDC
NIOSH Recommends *Total Worker Health*® Strategies to Combat Substance Use Harms

....policies, programs, and practices that integrate protection from work-related safety & health hazards with promotion of injury and illness prevention efforts to advance worker well-being.

But why does this matter for opioid use and misuse?

- Effects of opioid use/misuse are *not isolated* to work or home environments
- Prevention and intervention require comprehensive, integrated solutions
- Coordinated “systems approaches” are vital, meet the needs of workers more completely, and are more efficient

Workplace Supported Recovery

A recovery-supportive workplace aims to **prevent exposure** to workplace factors that could cause or perpetuate a substance use disorder while **lowering barriers** to seeking care, receiving care, and maintaining recovery.

A recovery-supportive workplace **educates** its management team and workers on issues surrounding substance use disorders to **reduce the all-too-common stigma** around this challenge.

- **Workplace Supported Recovery Program | NIOSH | CDC**
- **New NIOSH Research Addresses an Evolving Crisis | Blogs | CDC**
“COVID-19 has cracked stigma’s armor; it’s put a foot in the door that has, for so long, shut people off from seeking and receiving help”
Thank you!

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For more information, contact CDC
1-800-CDC-INFO (232-4636)

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