RECOMMENDATIONS FOR EMPLOYERS:

- Develop recovery-friendly workplace policies and offer information, screenings, resources, and referrals for workers at risk for substance use disorders. Ensure treatment, accommodations, and return to work supports are available when needed.

- Identify local community resources for substance use disorder treatment and recovery support through contact with local health departments and other providers.

- Maintain naloxone in multiple areas of the workplace to reverse opioid overdoses and collaborate with local health departments to train employees on administration of naloxone. Call 911 immediately for any suspected overdose.

What is the hazard?

In 2020 the Kentucky Fatality Assessment Control Evaluation program recorded 12 workplace drug overdose fatalities—the highest number since its inception in 1994. This alarming trend continued into 2021 with 18 drug overdose fatalities occurring in Kentucky workplaces, which was three times higher than the number recorded in 2019. The number of workplace overdoses decreased to 7 in 2022.

The following worker deaths due to drug overdose occurred in Kentucky:

Case 1: A 41-year-old male was working as a contract vendor and stagehand at a regional music festival. Overnight, a member of the festival staff found the man unresponsive within a working zone. EMS was immediately dispatched and confirmed the death as an accidental overdose. The cause of death was fentanyl intoxication. (2021)

Case 2: A 19-year-old female was employed as a temporary employee at a freight warehouse. She was found unconscious outside of the workplace while on a break. EMS arrived and administered naloxone. She was unable to be resuscitated. She had a history of opioid use. The cause of death was fentanyl intoxication. (2020)

Case 3: A 28-year-old male and out-of-state resident was a truck driver for a transportation company. He pulled off of the roadway onto a highway exit ramp and overdosed. The cause of death was fentanyl and ethanol intoxication. (2020)

Case 4: A 44-year-old male was a shipping manager at a construction supply company. He had a history of substance use disorder treatment. He was found unresponsive in the back of a truck at the company site. EMS transported the man to a healthcare facility, but he was unable to be resuscitated. The cause of death was methamphetamine intoxication. (2020)
<table>
<thead>
<tr>
<th>Name of Resource</th>
<th>Resource Description</th>
<th>Resource Link</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recovery-Ready Workplace Resource Hub</td>
<td>Department of Labor website providing info and resources about recovery-ready workplace policies and practices.</td>
<td><a href="https://www.dol.gov/agencies/eta/RRW-hub">https://www.dol.gov/agencies/eta/RRW-hub</a></td>
</tr>
<tr>
<td>Workplace Supported Recovery Program</td>
<td>National Institute for Occupational Safety and Health (NIOSH) workplace approaches to improving treatment and recovery at work.</td>
<td><a href="https://www.cdc.gov/niosh/topics/opioids/wsrp/default.html">https://www.cdc.gov/niosh/topics/opioids/wsrp/default.html</a></td>
</tr>
<tr>
<td>Kentucky Transformational Employment Program</td>
<td>Resources for Kentucky employers regarding employees in recovery and creating a recovery-friendly workplace.</td>
<td><a href="https://kentuckycomeback.com/KTEP/">https://kentuckycomeback.com/KTEP/</a></td>
</tr>
<tr>
<td>FindHelpNOWKY.org</td>
<td>Online directory of Kentucky addiction treatment facilities with up-to-date availability information.</td>
<td><a href="https://findhelpnowky.org/kv">https://findhelpnowky.org/kv</a></td>
</tr>
</tbody>
</table>

Acknowledgements
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