

Recovery Friendly Workplace Definition and 2024 National Certification Standards

National Recovery Friendly Workplace Institute

May 28, 2024

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National Recovery Friendly Workplace Institute

- An Initiative of the **Global Recovery Initiatives Foundation (GRI)**, a 501(c)(3) not-for-profit organization
- Public- and private-sector initiative seeking to equip every employer to become, and thrive as, a “Recovery Friendly Workplace” (RFW)
- Informed by research, employers, the lived experience of people in recovery in the workforce, and insights from those who are implementing RFW programs
- GRI thanks the McMillen Family Foundation for its financial support for the start-up of the Institute (December 2023)
- Actively fundraising

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Speaker: Chuck Campbell

- President and CEO of the McMillen Family Foundation, dedicated to supporting:
 - Individuals in SUD recovery
 - Recovery-focused organizations
- Over three decades of experience in senior executive roles in healthcare and data
- Relationships with some of the largest employers in the nation
- In recovery for nearly four decades
- Works with families to provide solutions to individuals in need of recovery
- Loving husband and father of three children



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Speaker: Michael C. Barnes, Esq.

- Attorney advising commercial and nonprofit organizations and health care providers
 - Health and drug law and policy
 - Business law and risk management
- 15+ years building policy consensus
- Publication and speaking topics
 - Affordable Care Act, Parity, ADA, FMLA
 - Workplace drug and alcohol policy, therapeutic drug testing and interventions, and employer support for recovery
- Federation of State Medical Boards' Award for Excellence in Writing



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Preview

- Introduction
 - Consultative Process
 - Definition of RFW
 - 2024 National Certification
 - Other Institute Activities
 - Conclusion
- Please send questions to info@rfwinst.org
 - We will respond in writing
 - One document
 - Available to all

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First Priorities

- RFW Multistate **Community of Practice**
 - Networking and resource-sharing group launched by New Hampshire
 - Transferred to Institute December 2023
- Advance **state-based RFW initiatives** in collaboration with the National Governors Association (NGA) Center for Best Practices' Continuum of Care Policy Academy
- Consulting with RFW stakeholders to:
 - Articulate a concise **definition** of RFW
 - Develop and promote the use of uniform criteria for RFW certification
 - Implement a **national RFW certification** program for multistate and multinational employers

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RFW Definition and 2024 National Certification Standards

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Research, Consultation, and Development of Consensus

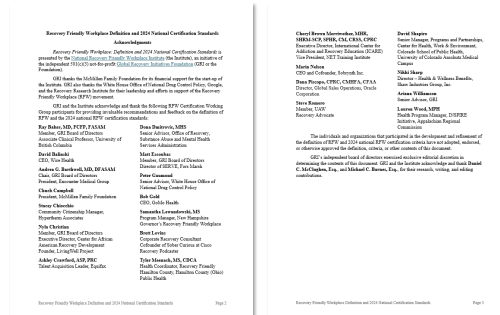
- Literature review
 - Federal RRW Resource Hub and Toolkit
 - RFW Multistate Community of Practice materials
 - RFW definitions
- Research on certification programs
 - HRC Foundation's **Corporate Equality Index**
 - Disability:IN's **Disability Equality Index**
 - Mental Health America's **Bell Seal for Workplace Mental Health**
- Draft of RFW definition and certification standards
- Certification Working Group **questionnaire** and **interviews**
- Second draft incorporating feedback
- Additional review and feedback from the Certification Working Group
- Final document incorporating feedback (from **22+ reviewers**)
- Mechanism to propose edits or additions

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RFW Certification Working Group

- **22 Certification Working Group members + others**
- **No endorsement**
- **GRI’s independent board of directors exercised exclusive editorial discretion in determining the contents of the document**



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Definition

- A **“Recovery Friendly Workplace” (RFW)** 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
- Includes current and prospective employees with any of the following characteristics:
 - In SUD recovery
 - Has or is at risk of SUD
 - Has one or more loved ones who are in recovery, have SUD, or are at risk of SUD

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Benefits of RFW

Improved

- Productivity
- Employee health
- Employee satisfaction, morale, and loyalty
- Communication
- Community connection
- Customer loyalty

Decreased

- Absenteeism and presenteeism
- Workplace injuries and incidents
- Health care, disability, and workers' compensation expenses
- Turnover and related costs
- Harm to employees, families, and communities

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Eliza Zarka, Director of State Engagement: Important Roles for State RFW Organizations

- Awareness
 - Employers
 - Employees
 - Policymakers
 - Public
- Education
- Technical support
- Workplace certification

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2024 National RFW Certification

- Multistate or multinational employers
- Categories
 - Culture
 - Hiring, Retention, and Advancement
 - Benefits
 - Education and Awareness
- Criteria under each category (5-10 points each)
- Applicants that earn points under **each of the four categories** and score **40 points** or higher will be certified

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2024 National Certification Example #1

Categories	Criteria (abbreviated)	Points
Culture	RFW Policy: The employer has an RFW policy or statement with required affirmations	5
	Substance-Free Options: If alcohol is present during work functions, the employer provides and publicizes non-alcoholic beverages (e.g., mocktails)	5
Hiring, Retention, and Advancement	Fair Chance Hiring: In accordance with the laws that govern its workplaces, the employer permits individuals with SUD-related criminal records or debt to compete for job opportunities	10
Benefits	Reliable Health Insurance: The employer verifies, at least annually, through credible means, that its health plan appropriately covers SUD treatment	10
	No-Cost Assistance: Employee benefits include access to an SUD recovery-informed service provider, such as an EAP, that provides no-cost aid	5
Education and Awareness	Naloxone Access: All employees are trained annually on overdose prevention and reversal, and naloxone is readily accessible in workplaces	5

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2024 National Certification Example #2

Categories	Criteria (abbreviated)	Points
Culture	Highly Placed Ally: The employer has a senior executive (within two levels of the CEO) who is a visible ally for the recovery community	5
Hiring, Retention, and Advancement	Contingent or Return-to-Work Agreement: In the event of problematic substance use, a candidate or employee is offered a contingent employment or return-to-work agreement	10
	Flexible Work: The employer provides reasonable accommodations, such as flexible work options, to support employees' (and their families') health	5
Benefits	Credible Medical Guidelines: Employee benefits include health insurance coverage of SUDs and mental health using The ASAM Criteria and LOCUS to inform placement and continuity of care decisions	10
Education and Awareness	Employee Awareness: The employer or recovery program leader communicates with employees during orientation and at least twice annually thereafter about specific RFW topics	10

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Certification Process

- Eligible employers submit application and supporting documentation
- RFW personnel verifies eligibility
- Council on Certification reviews applications
- If an eligible applicant does not qualify, the Council on Certification will recommend actions the applicant may consider taking to qualify
- Abbreviated recertification process

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Benefits of 2024 National RFW Certification

- Use of nationally certified RFW logo as an **emblem of distinction**
- Listing on the Institute's website
- Joint RFW news releases
- Institute social media announcement of company certification
- Digital marketing support, including sample social media posts and images
- Inclusion in the Institute's 2024 Recovery Month Report to the President of the United States
- Invitation to participate in the Institute's **Certified RFW Council**

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2024 RFW Certification Next Steps

- Invite multistate and multinational employers that have expressed interest
- Announce Council on Certification
- Review applications mid-July
- Plan media activities and Recovery Month event
- Announce inaugural class of nationally certified RFWs during Recovery Month
- Provide the Institute's 2024 Recovery Month Report to the President of the United States

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Additional Institute Activities

- Work to ensure that every state has an organization dedicated to:
 - Promoting RFW
 - Engaging employers
- Implement an RFW accreditation program for service providers
- Leverage and disseminate research and evidence-based practices
- Evaluate emerging evidence to improve practices
- Support RFW research and data collection
- Curate an RFW library to complement the federal RRW Resource Hub
- Serve as a convener of RFW stakeholders across public and private sectors
- Work to ensure that RFW efforts:
 - Promote recovery capital
 - Recognize diverse recovery pathways

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More Information

- Please send questions to info@rfwinst.org
- The Institute will respond in writing
 - One document
 - Available to all
- Online
 - globalrecoveryinitiatives.org
 - rfwinstitute.org
- Email: info@rfwinst.org

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Thank You

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