

**Preferred EAP**  
When you need to talk... there's someone to listen.

**Carolyn Lamparella, LPC**

**610 433-8550**

**800-327-8878**

**[www.preferreddeap.org](http://www.preferreddeap.org)**

A PASSION FOR BETTER MEDICINE.™



Carolyn Lamparella Ed.S. L.P.C.  
Program Director  
Preferred EAP



My educational background includes an Ed.S. in Counseling Psychology from James Madison University and a specialized certification in Infant and Young Child Mental Health from the Washington School of Psychiatry. I became a Licensed Professional Counselor in 1994 and have grown as a clinician and manager through my work with numerous non-profit organizations and private practices over the years. In 2002, I returned to the Lehigh Valley and two years later, joined Preferred EAP as a counselor and trainer. During my tenure at Preferred EAP, I have developed and conducted numerous seminars on stress management, emotional eating, managing emotions, understanding adolescents and coping with change in addition to providing counseling services for individuals, families, children and adolescents.

As Clinical Manager at Preferred EAP, I introduced Feedback Informed Treatment, an innovative clinical approach for evaluating and improving the quality of our counseling, coaching and consultation services. More recently, I assumed the role of Program Director and continue with my personal mission of increasing access to high quality EAP services through innovative approaches such as Virtual Counseling and Feedback Informed Treatment

# **The Opioid Crisis and the Role of the Employee Assistance Program**



47,000 American soldiers died in the Vietnam War

42,000 opioid overdose deaths in 2016



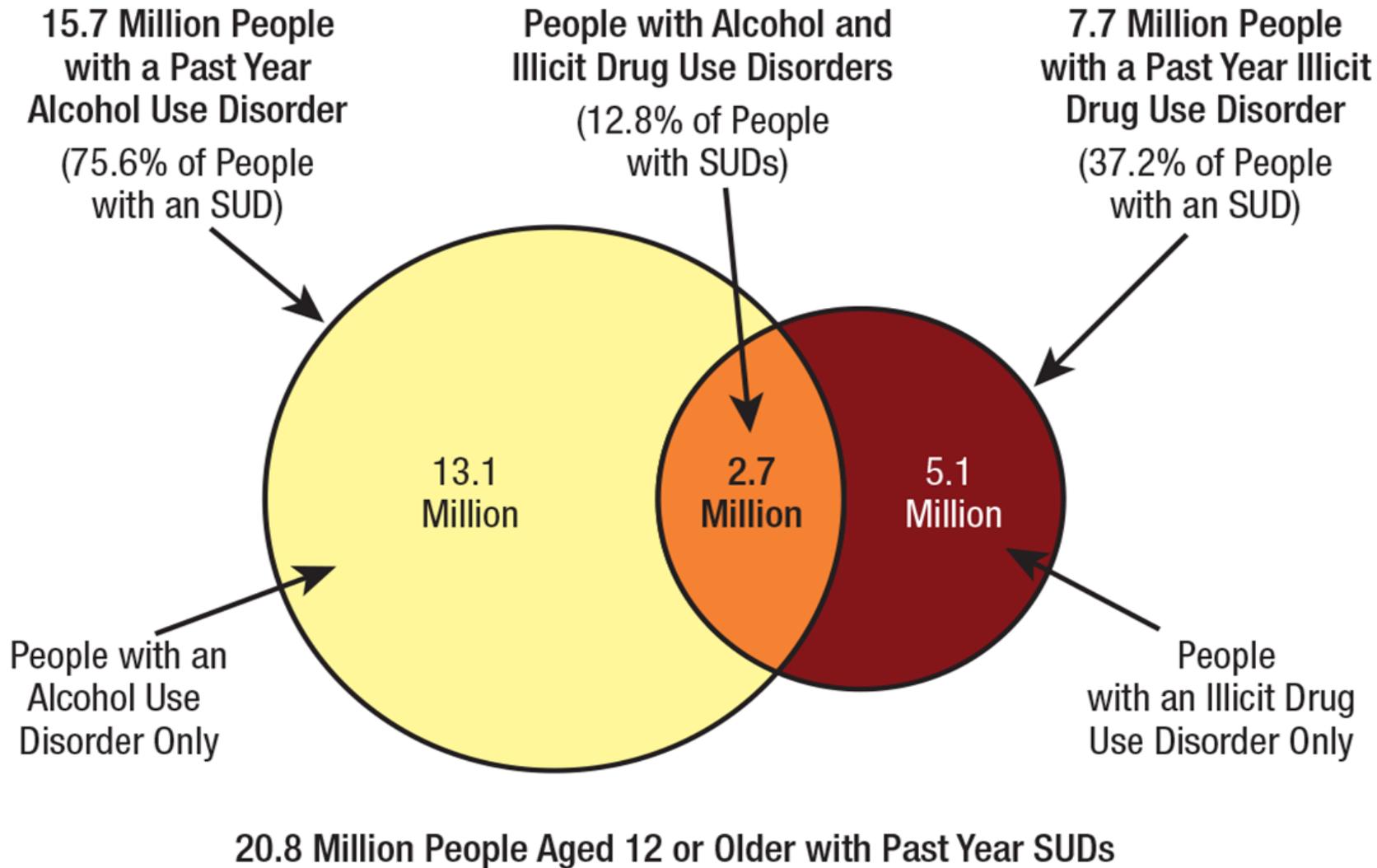
291,000 American soldiers died in battle in World War II



**351,602 Americans have died  
from opioid overdose since 1999**



## Aged 12 or Older with a Past Year Substance Use Disorder 2016



2016 National Survey on Drug Use and Health (NSDUH).

# The Opioid Problem



**2000** - 61.8 opioid prescriptions/100  
Americans

**2010** - 81.2 opioid prescriptions / 100 Americans

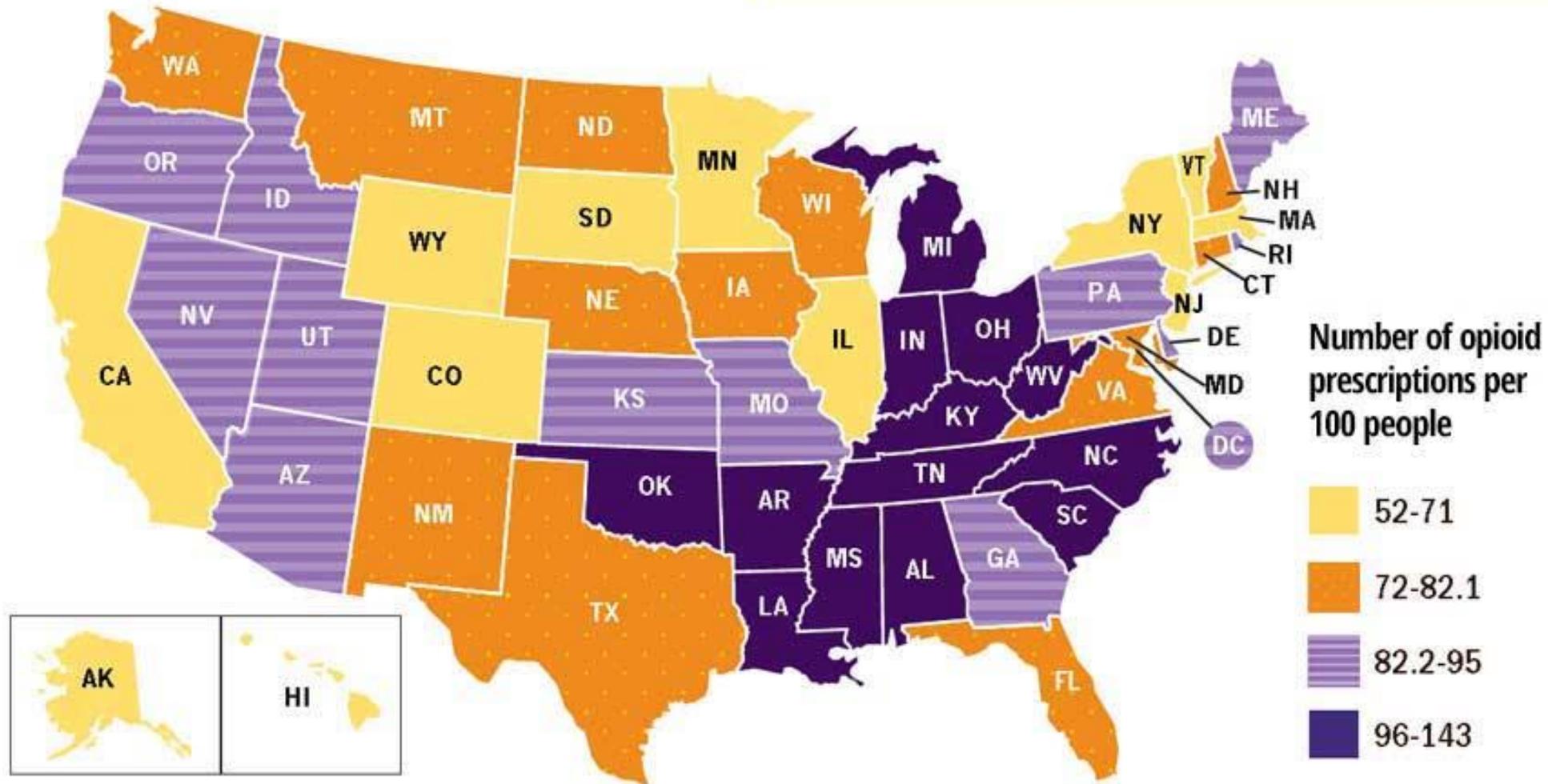
**2012-2016** - State laws regarding prescribing practices

**2016** - 66.5 opioid prescriptions /100 American

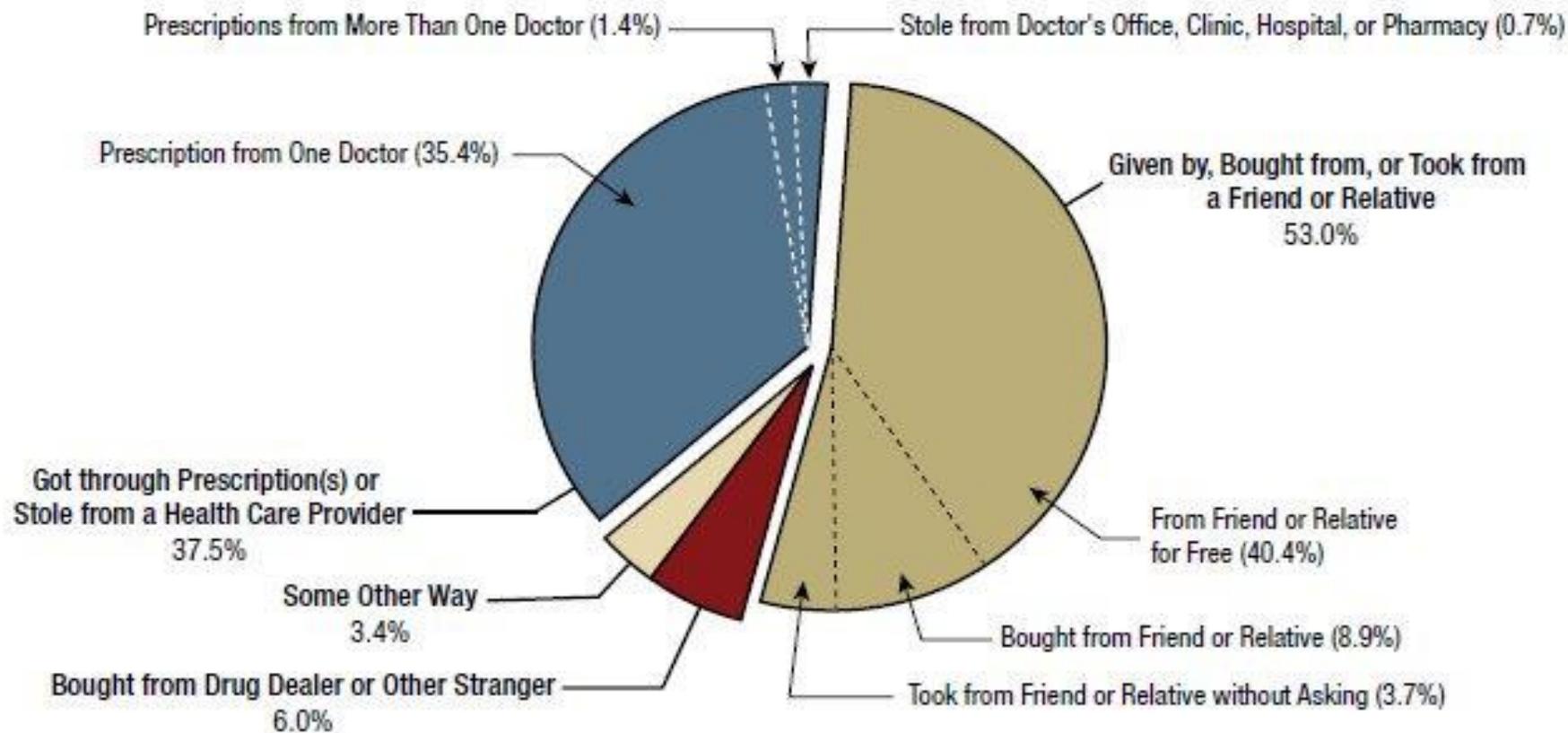


**61 million Americans, 19%  
of the population, received  
one or more prescriptions,  
with the average patient  
receiving 3.5 prescriptions**

## Some states have more opioid prescriptions per person than others.



**Figure 34. Source Where Pain Relievers Were Obtained for Most Recent Misuse among People Aged 12 or Older Who Misused Prescription Pain Relievers in the Past Year: Percentages: 2016**

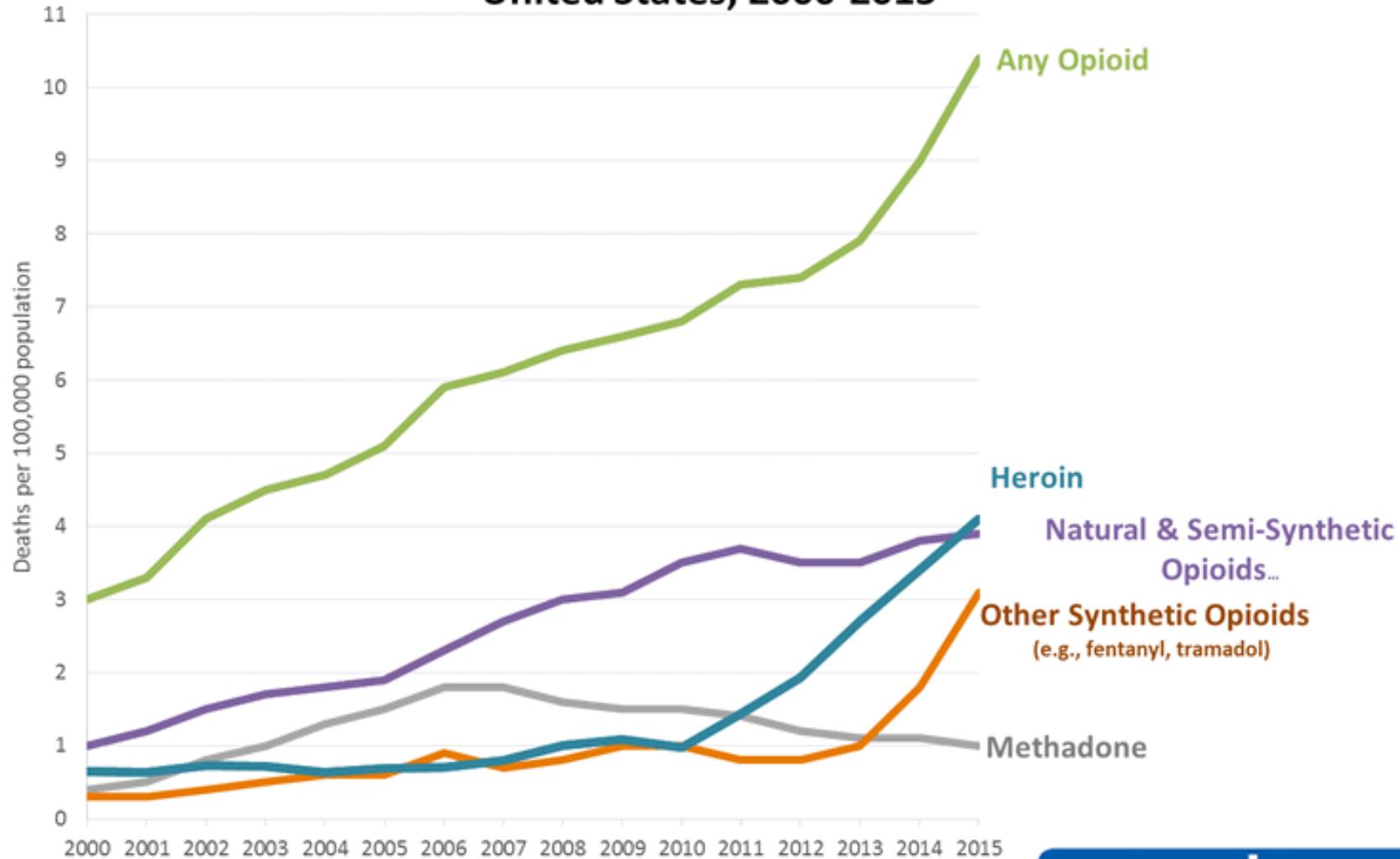


**11.5 Million People Aged 12 or Older Who Misused Prescription Pain Relievers in the Past Year**

Note: Respondents with unknown data for Source for Most Recent Misuse or who reported Some Other Way but did not specify a valid way were excluded.

Note: The percentages do not add to 100 percent due to rounding.

## Overdose Deaths Involving Opioids, by Type of Opioid, United States, 2000-2015



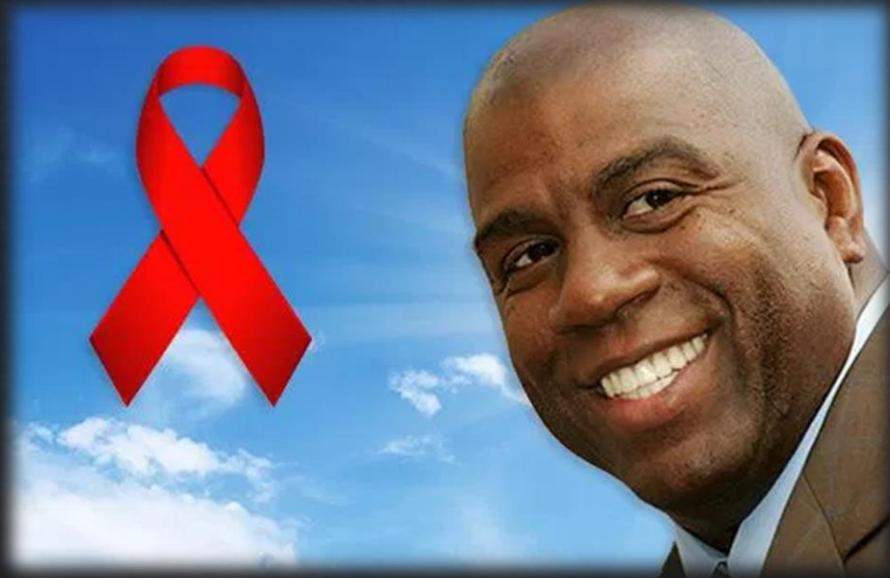
SOURCE: CDC/NCHS, National Vital Statistics System, Mortality. CDC WONDER, Atlanta, GA: US Department of Health and Human Services, CDC; 2016. <https://wonder.cdc.gov/>.



A person's hands are holding a white sign with the words "GOOD NEWS" written in large, bold, black capital letters. The sign is held up against a bright blue sky with scattered white clouds. The person's arms and hands are visible, holding the corners of the sign.

**GOOD  
NEWS**

50,000 Americans died  
from HIV in 1995



6,700 Americans died  
from HIV in 2014

# Physical signs of opiate abuse

Noticeable elation/euphoria

Marked sedation/drowsiness

Confusion

Constricted pupils

Slowed breathing

Intermittent nodding off, or loss of consciousness

Constipation



## Other signs of opiate abuse

**Doctor shopping**

**Shifting or dramatically changing moods.**

**Extra pill bottles turning up in the trash.**

**Social withdrawal and isolation.**

**Sudden financial problems.**



<https://drugabuse.com/library/opiate-abuse/#signs-and-symptoms>

# Withdrawal symptoms can mimic flu symptoms

Headache

Nausea and vomiting

Diarrhea

Sweating

Fatigue

Anxiety

Inability to sleep



# Impact on Employers

**National Safety Council** - 7 out of 10 employers say they have been affected in some way by employee abuse of prescription drugs, including opioids.

(<http://www.nsc.org/NewsDocuments/2017/Media-Briefing-National-Employer-Drug-Survey-Results.pdf>)

**Absenteeism, increased healthcare and lost productivity – estimated to be over \$442 billion dollars**

<https://forms.nsc.org/substance-use-employer-calculator/index.aspx>



# Six Key Actions

**Mandating prescriber education** (34 states and D.C.)

**Implementing opioid prescribing guidelines** (33 states and D.C.)

**Integrating Prescription Drug Monitoring Programs  
into clinical settings** (39 states and D.C.)

<https://www.nsc.org/in-the-newsroom/just-13-states-and-dc-are-adequately-addressing-the-opioid-crisis-says-national-safety-council>

# Six Key Actions

Improving data collection and sharing (seven states)

Treating opioid overdose (37 states and D.C.)

Increasing availability of opioid use disorder treatment  
(36 states and D.C.)

<https://www.nsc.org/in-the-newsroom/just-13-states-and-dc-are-adequately-addressing-the-opioid-crisis-says-national-safety-council>

A person's hands are visible, holding a white sign with a curved top edge. The sign has the words "GOOD NEWS" printed in large, bold, black, sans-serif capital letters. The background is a clear blue sky with some light, wispy clouds. The lighting is bright, suggesting an outdoor setting during the day.

**GOOD  
NEWS**

## Employer supported treatment yields better recovery rates



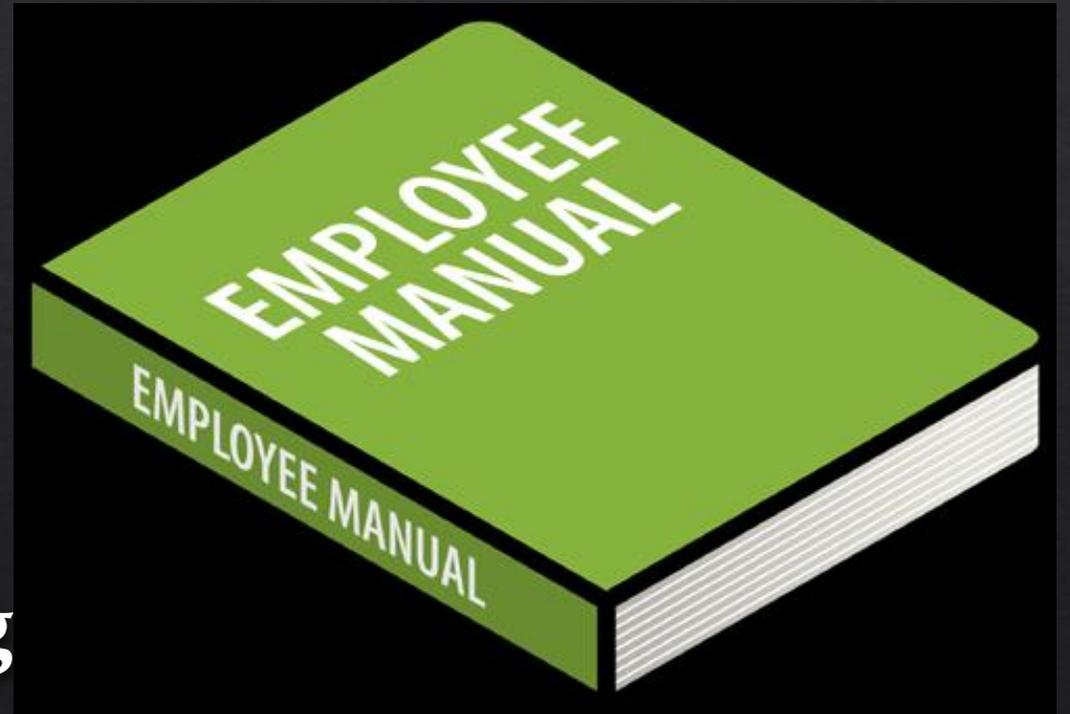
**What can an Employer Do?**

# Strong Workplace Policies

Prescription drugs and safety sensitive positions

Referral guidelines for EAP

Include opioids in drug testing



# Education for employees, supervisors and managers

- Understand workplace policies
- Potential signs of impairment
- Reasonable suspicion and referral procedures
- Discuss policies with employees routinely
- Americans with Disability Act (ADA) reasonable accommodations for employees who on are prescription pain medication



# Partnering with an EAP

- Inform employees, supervisors and managers about the services available
- Provide education on-site to increase comfort level
- Emphasize confidentiality of EAP services
- Routinely discuss EAP services to reduce stigma
- Don't wait to refer a troubled employee



# After an Employee Tests Positive



- **EAP conducts a Drug and Alcohol Assessment**
- **Makes recommendations**
- **Facilitates treatment connections**
- **Monitors progress**
- **Evaluates readiness to return to work**
- **Participates in return-to work meetings**
- **Follows employee for 1 year after return to work to ensure success**



NSC / Learn / NSC Priorities / Prescription Drug Employer Kit

## Prescription Drug Employer Kit

These materials will help employers understand the impact of prescription opioid use and misuse in the workplace and effectively communicate with employees. Information below covers drug testing, workers' compensation, prevention and more.



### Develop a Workplace Policy

If you have trouble viewing any of the following .pdfs, you can download the entire .zip file here.

#### Learn About the Issue

- [The Proactive Role Employers Can Take: Opioids in the Workplace \(Report\)](#)
- [Calculate Real Costs of Substance Use in Your Workforce \(Substance Use Employer Calculator\)](#)
- [Prescription Drug Abuse: What Employers Can Do](#)
- [What to do if you suspect someone may be addicted](#)
- [Hidden Workplace Epidemic Prescription Painkillers Impact \(Infographic\)](#)
- [Prescription Pain Medications: A Fatal Cure for Injured Workers](#)

#### Update your Drug-Free Workplace Program

- [Steps to Update Your Drug-Free Workplace Program](#)
- [Additional employer considerations in Drug Free Workplace Programs](#)
- [The Importance of Workplace Drug Testing](#)

### Share Resources with Staff

Trouble viewing any of the staff resources? [Download the .zip file here.](#)

#### Share the Facts

- [Opioid Painkillers What You Need to Know](#)
- [Opioid Painkillers How They Work and Why They Can be Risky](#)
- [Talking with Your Medical Provider](#)
- [How to reduce your Risk of Overdose](#)
- [What Parents and Grandparents Need to Know](#)
- [Practice Safety at Home](#)
- [How to dispose of Leftover Medication](#)

#### Survivor Advocate Stories

- [Skye](#)
- [Ken](#)
- [Sally](#)
- [Louie](#)
- [Bill](#)



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**Thank You!**