



Addressing Opioid Misuse and Pain: A 6-Month Employer Journey

Cohort Meeting 3 of 3 | February 28, 2020

AGENDA

11:30am **Lunch Pick Up and Welcome**

Teresa Couts
Executive Co-Director | Kentuckiana Health Collaborative
UAW Director | UAW/Ford Community Health Director

Randa Deaton
Executive Co-Director | Kentuckiana Health Collaborative
Corporate Director | UAW/Ford Community Health Director

11:35am **The Employer Case for Culture Change**

Ashley McCarty
Employment Specialist | KY Chamber of Commerce

11:50am **Policies to Transform Culture and Protect the Workplace**

Natalie Middaugh
Community Health Program Manager | Kentuckiana Health Collaborative

12:00pm **Belden Pathways to Employment**

Leah Tate
Vice President, Human Resources | Belden

Leah Tate serves as Vice President of Human Resources for Belden with responsibility for the Industrial Automation platform. Leah has been a part of the Belden organization for 7 years. She has more than 17 years of human resources experience in a variety of HR Leadership roles with companies like Ingersoll Rand and the Pulte Group. Leah received her bachelor's degree in Management/Marketing and her Master's degree in Human Resource Management from Purdue University.

12:35pm **Employer Sharing and Discussion (See back)**

1:20pm **Closing and Next Steps**

DISCUSSION QUESTIONS

- Describe your company's drug testing program. What happens when someone tests positive on a drug screen?
- What is your company's culture around substance use?
- Does your company have any formal or informal relationships with community organizations or treatment centers for employees facing substance use related challenges?
- Do you have any training or educational initiatives for either employees or supervisors/managers that focus on substance use?
- How are your company policies around substance use communicated to employees?
- Do you have any challenges and/or best practices for employees returning to work?

COHORT BASICS

Problem Statement

With an unprecedented rise in opioid misuse and opioid-related overdoses in the United States and Kentucky, employers are experiencing challenges related to productivity, absenteeism, hiring, retention, healthcare costs, workplace culture, and employee health.

Members

Baptist Health
EdjAnalytics
EKU Workforce Development Cabinet
Facilities Management Services
GE Appliances, a Haier Company
Humana
Kelley Construction
Kentucky Chamber of Commerce
Kentucky Personnel Cabinet
Kentucky Restaurant Association

Cohort Objective

Collectively prepare employers throughout Kentucky to leverage their positions as healthcare purchasers and employee support systems to improve access to evidence-based prevention, treatment, and recovery services for opioid use disorder and to maintain a healthy, loyal, and productive workforce.

Louisville Gas & Electric and Kentucky Utilities
Louisville Metro Government
MCM HR Solutions Group
Mercer
Norton Healthcare
Papa Johns
Quest Diagnostics
UAW/Ford
United Parcel Services
University of Louisville

GET CONNECTED

Wifi

Network - IHGConnect | Password - SDFBL

Employer Cohort Portal

kcollaborative.org/employer-cohort/ | Password - KHCEC2019