

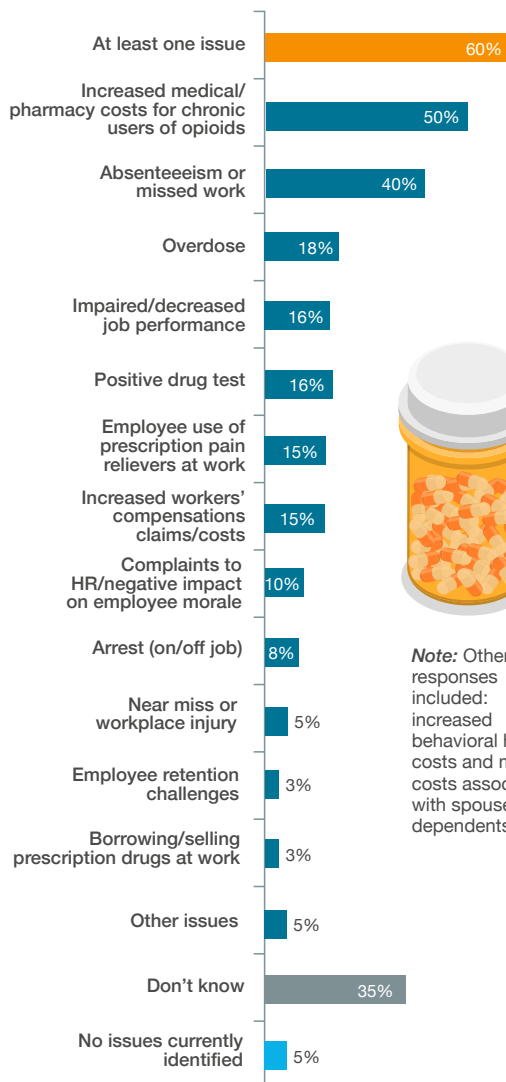


THE EMPLOYER RESPONSE TO OPIOIDS

The information provided in this infographic has been taken from a collection of Quick Surveys performed by the Business Group. To view more Business Group resources on pharmacy plan design and opioids please [click here](#).

An estimated 2.9 million Americans use prescription opioids non-medically, which is about 1.4% of adults over 25. Opioid misuse and abuse affects working people of all ages and their dependents. Compared to non-abusers, abusers incur higher health care costs and a greater number of disability claims, miss more work days, and are more likely to be demoted or fired.¹

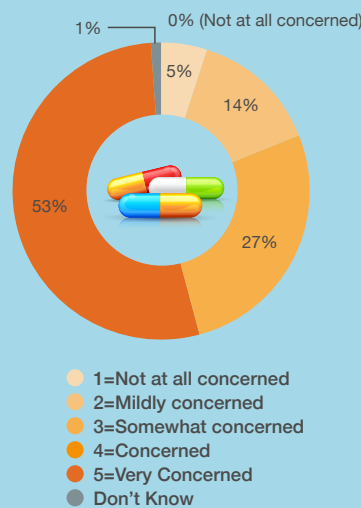
ISSUES EXPERIENCED BY EMPLOYEES AS A RESULT OF OPIOID DRUG USE³



Note: Other responses included: increased behavioral health costs and more costs associated with spouses and dependents.



CONCERN OF INAPPROPRIATE USE/ABUSE OF PRESCRIPTION OPIOIDS²



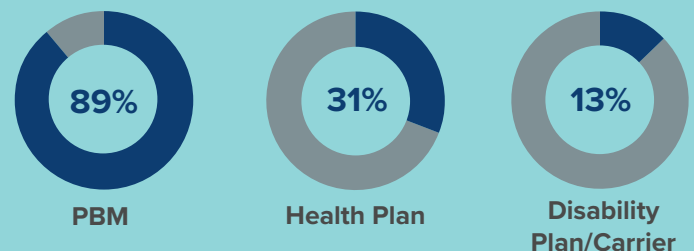
Common Opioids to Look For in Your Claims¹:

- Oxycodone
- Hydrocodone
- Fentanyl (also available as a patch)
- Morphine
- Methadone

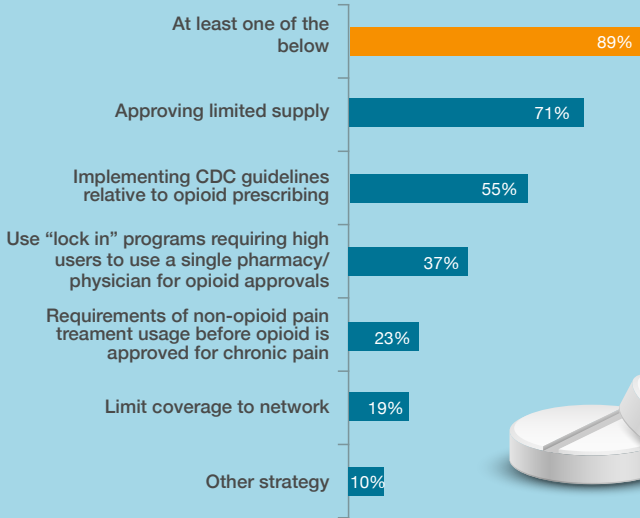


25% of employers have found it somewhat or moderately difficult to recruit employees who are opioid-free³

EMPLOYERS WORKING WITH THEIR PBM, HEALTH PLAN, AND/OR DISABILITY CARRIER TO ADDRESS INAPPROPRIATE USE/ABUSE OF PRESCRIPTION OPIOIDS³

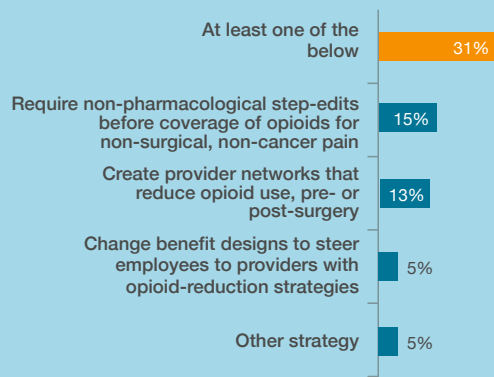


STRATEGIES EMPLOYERS ARE USING IN CONJUNCTION WITH THEIR PBMs TO ADDRESS INAPPROPRIATE USE/ABUSE OF PRESCRIPTION OPIOIDS³



Note: Other responses indicated: substance abuse monitoring, educating employees about prescriptions and safe disposal of unused supply, zero copay on non-opioid prescriptions, fraude and abuse program, home education, physician alerts.

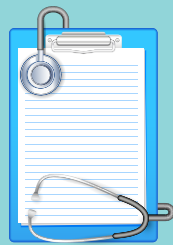
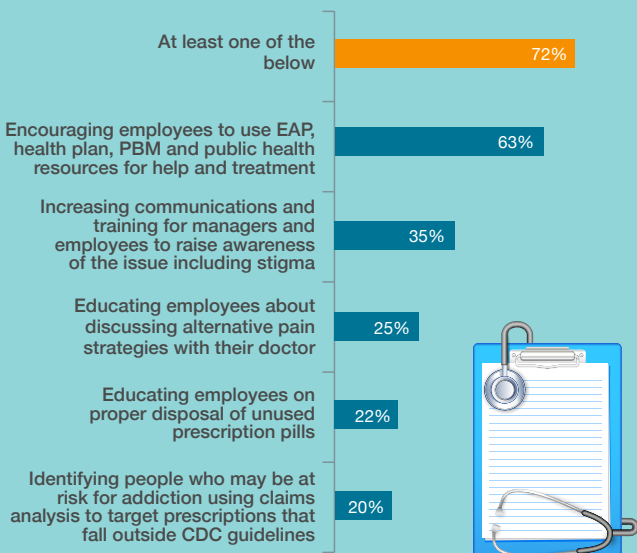
STRATEGIES EMPLOYERS ARE USING IN CONJUNCTION WITH THEIR HEALTH PLANS TO ADDRESS INAPPROPRIATE USE/ABUSE OF PRESCRIPTION OPIOIDS³



Note: Other responses included: lock-in employee's coverage to certain physicians, utilizing case management for related claims and monitoring high-volume prescribers, requiring injectable analgesic in place of proiding prescription pain medication.

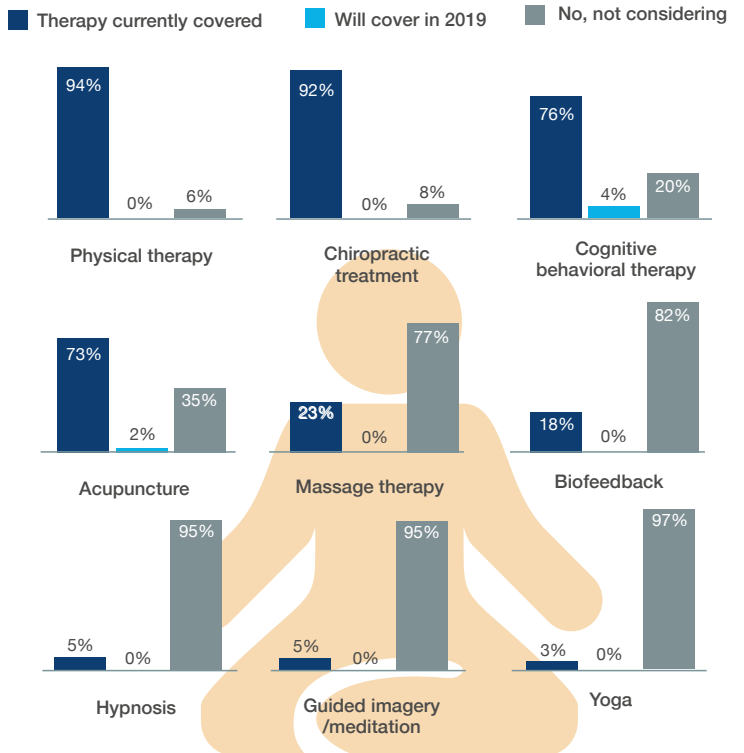
Among employers with a drug-free workplace policy, 43% also have a "first offense forgiveness" policy, which connects the employee to treatment rather than immediate termination after the individual's first substance-use-related workplace incident³

MEASURES EMPLOYERS ARE TAKING DIRECTLY WITH EMPLOYEES TO COMBAT OPIOID ABUSE/MISUSE



20% of employers have conducted anti-stigma initiatives to reduce negative associations with substance use disorders and treatment³

ALTERNATIVE THERAPIES COVERED BY EMPLOYERS TO REDUCE THE NEED TO TAKE OPIOIDS OR OTHER ADDICTION MEDICATIONS



1. Landers-Nelson D, McCaslin T. Prescription Opioid Misuse and Abuse. Employer Alert. <https://www.businessgrouphealth.org/pub/?id=CA798C3B-782B-CB6E-2763-64225F360AE8>. Accessed February 27, 2018.
 2. Lykens C. 2018 Large Employers' Health Care Strategy and Plan Design Survey. Survey Report. National Business Group on Health. <https://www.businessgrouphealth.org/pub/?id=62A23B83-DC87-F58C-38FB-881AF80C8272>. Accessed February 27, 2018.
 3. Ridgley L. Opioids in the Workplace. Survey Report. National Business Group on Health. <https://www.businessgrouphealth.org/pub/?id=CC2C67F5-E2AD-87F6-797E-9293C4EDB3CC>. Accessed February 27, 2018.