



12/1/2021

Dear Chamber of Commerce Board Members:

The Connecticut Departments of Labor, Mental Health and Addiction Services, and Public Health are requesting your assistance in providing businesses with information about our new initiative, [Recovery Friendly Workplaces](#). Often when an employee is struggling with a substance use disorder, it is not visible to employers or coworkers. In addition to the harm, it causes individuals and their families, the impact of substance use disorders includes millions of dollars in lost productivity each year. According to a 2015 report from the National Survey on Drug Use and Health (NSDUH), 75% of adults between 18 and 64 with a substance use disorder are active in the workforce and struggling on the job. In a 2018 survey by the National Safety Council, 86% of employers were concerned that prescription opioid use was having a negative impact on their workplace, and 74% were concerned about heroin and fentanyl having a negative impact in their workplace.

Therefore, we are asking all employers to consider investing in recovery supports and treatment for employees who may be battling opioid and other drug dependency addictions while on the job. In order to assist, our Departments have partnered in developing the [Recovery Friendly Toolkit](#) to help reduce stigma related to substance use disorders and encourage employees to engage in recovery supports. The toolkit provides resources to foster supportive environments that promote the success of employees in recovery.

Please encourage your members to review and use the Toolkit. Applying the recommendations within will lead to healthier employees, a safer work environment, employee retention, and a more productive and motivated workforce. In addition, a certification from Governor Lamont that a workplace is recovery friendly is available by working with a [Regional Behavioral Health Action Organization \(RBHAO\)](#). The RBHAO will assist business owners with the recovery friendly steps and principles to support the health of employees and promote a positive workplace culture.

Please contact a RBHAO today.

Thank you for your help in making Connecticut workplaces recovery friendly.

Sincerely,

Handwritten signature of Danté Bartolomeo in blue ink.

**Danté Bartolomeo**  
Interim Commissioner  
Department of Labor

Handwritten signature of Nancy Navarretta in blue ink.

**Nancy Navarretta**  
Interim Commissioner  
Department of Mental Health  
& Addiction Services

Handwritten signature of Manisha Juthani in blue ink.

**Manisha Juthani**  
Commissioner Department of  
Public Health