

OPEN MEETING MINUTES

Instructions: [F-01922A](#)

Name of Governmental Body: SCAODA Prevention Committee - Employee Ad-hoc Workgroup			Attending: Jill Gamez, Dennis Heling, Michelle Devine Giese, Frank Buress, Alexia Kulweic, Allison Weber, Raina Haralampopoulos, and Chino Amah Mbah.
Date: 1/17/2018	Time Started: 1:00 p.m.	Time Ended: 4:00 p.m.	
Location: DeForest State Patrol - 911 W North St, DeForest, WI 53532.			Presiding Officer: Jill Gamez
Minutes			

1). Welcome and introductions: Members present introduced themselves and included what organization they represent for the new member present.

2). Approval of previous meeting minutes: The December meeting minute was approved.

3). Public comment: No public comment was made.

4). Framework discussion: Jill asked the group for their thoughts about the proposed framework for the product of the workgroup which is: pre-employment, employment, and community. She also suggested another possible framework; dividing the product into five sections which include - policy development, health promotion programs, drug testing, assistance and treatment, and information and educational programs. The groups weighed the pros and cons of its initial proposed framework and also considered the new suggestion. The group came to an agreement to divide the framework into pre-employment and employment. The community aspect of the initial proposed framework can also be reflected in pre-employment and employment.

- a). Frank updated the group on his research on drug testing policies. He also brought in some sample drug testing kits for the group to see. He mentioned that the sample kits he brought in make use of urine and/or saliva. He explained to the group that not all drug testing screens are effective; some have false positive screens as they pick up ibuprofen. Others pick up different THC metabolites including THC that might be present in some prescription drugs. This is part of the reason why he wants the group to make recommendations about drug testing that addresses these issues. Allison also shared with the group an email she got from the Department of Workforce Development on drug testing.

5). Employee Assistance Program - Michelle updated the group on what she found out about EAP programs in the Fox Valley Area. Some employers said that their EAPs included 3-5 meetings as a form of support for their employees. Another employer had no educational program for their workplace on being substance use aware or on surrounding activities that doesn't involve alcohol. Some employers had no knowledge or awareness on how to make their workplace recovery-friendly or supportive of individuals in recovery. Allison also shared the email she received from an EAP provider with the group.

6). Brainstorming of recommendations: Some of the recommendations that were produced during the brainstorming of recommendations are: recommendations for employers on substance use, stigma, recovery, prevention, and resources available. Another recommendation was businesses partnering with and joining local coalitions so as to help address substance use disorders in the workforce. Also, there was a recommendation on incentivizing employers and workplaces to become trauma informed and recovery friendly.

The group further broke down their recommendations into pre-employment and employment.

- a). For pre-employment: drug testing, SBIRT (screening, brief intervention and referral to treatment), engagement of DWD, engagement of DPI (department of public instruction), the connection of treatment programs with employment ready programs and centers, job training programs with a prevention part, school prevention programs (useful for future employment), UW Extension programs, public outreach (messaging and education), re-entry programs.

- b). For employment: policies around drug testing, training supervisors and managers on SUDs, interagency collaboration and partnerships among state agencies that have a stake in issues touching on employment and health, engagement with the chambers of commerce, health insurance benefits, EAPS, wellness programs, public recognition for employers, interventions that support the workplace environment, shifting from harmful negative policies to supportive ones, engagement with unions, and peer support via recovery coaches.

7). Review of previous recommendations from previous reports: the group reviewed the document that contained recommendations from previous SCAODA prevention committee reports that touched on employment and/or workplace issues. It was agreed that some of the recommendations in past reports were similar to recommendations they are currently proposing. Jill suggested to the group that they narrow some of the recommendations down and start getting more specific. She suggested it be best if group members picked recommendations and research on possible policies, programs, and solutions that address/entail their chosen recommendations.

8). Future items: The group members chose recommendations they will look further into as stated above -

- Jill: training supervisors and managers on SUDs; Walmart's second chance program
- Michelle: look for a specific program that works with employers to help them become recovery-friendly
- Frank: look more into drug testing in the pre-employment phase
- Allison: EAPs
- Alexia: employer policies, employer incentive
- Duke: Home's second chance program (Duke was absent in this meeting, this action item is what he proposed to look into at the last meeting)

Future meeting and future agenda items:

- The next meeting will be at Apricity on February 22, 2018 from 1:00 - 4:00 p.m. The tour of the facility will take place at 11:00 a.m. Address to be provided later.
- The drug court judge will be giving a presentation at this meeting around 1:15 p.m.
- Allison and Alexia will try and see if they can get someone from the DWD to give a presentation at a future meeting.
- Allison will try and get Scott from DHS to give a presentation on trauma-informed care.

Prepared by: _____ on _____ .

These minutes are in draft form. They will be presented for approval by the governmental body on: