The Real Cost to Business:
The Mental Health and Addiction Crisis

Featured Speakers:
Bob McDonald
8th Secretary, Department of Veterans Affairs, Retired Chairman, President, and Chief Executive Officer, Procter & Gamble

Rebecca Hamilton
Co-owner and VP of Research and Development, W.S. Badger Company

Panelists and Moderators:
Marty Boldin, LICSW, MLADC, LCS
Governor’s Recovery Friendly Workplace Initiative

John T. Broderick Jr.
Senior Director Public Affairs, Dartmouth-Hitchcock

Kate Frey
Vice President Advocacy, New Futures

Craig Kramer
Mental Health Ambassador, Johnson & Johnson Company

Robert McLellan, MD, MPH
Section Chief, Office Occupational and Environmental Medicine, Dartmouth-Hitchcock

Ken Norton
Executive Director, NAMI New Hampshire

Amanda Grappone Osmer
CEO, Grappone Automotive Group

Tom Raffio
President & CEO, Northeast Delta Dental

Seddon Savage, MD
Advisor, Dartmouth-Hitchcock

Substance Use & Mental Health Initiative

Joe Sifer
Executive Vice President, Booz Allen

Will Torrey, MD
Professor and Vice Chair for Clinical Services, Department of Psychiatry, Dartmouth-Hitchcock

https://www.youtube.com/watch?v=jl3Pd_Y95GM&feature=youtu.be
Occupational Medical Framework for Prevention and Intervention

- Community
- Applicant
- Employee
- Impaired Employee
- Disabled

Primary Prevention
Secondary Prevention
Tertiary Prevention
Leadership Resources

• Workplace Strategies for Mental Health – Organizational Framework and tools
  • http://www.workplacestrategiesformentalhealth.com/

• Leadership Framework for Advancing Workplace Mental Health – Organizational strategy http://mhccleadership.ca/

• Working Through It – Workers Video Stories
  • http://www.workplacestrategiesformentalhealth.com/wti/Home.aspx

• Guarding Minds @ Work
  • http://www.guardingmindsatwork.ca/info

• Managing Mental Health Matters – Video Guide for managers
  • http://www.workplacestrategiesformentalhealth.com/mmhm/default.html
CSA Z1003/BNQ 9700-803-5:

Psychological Health and Safety in the Workplace

Chrystal Brown
Consultant
Workplace Safety and Prevention Services
Assembling the Pieces

An Implementation Guide to the National Standard for Psychological Health and Safety in the Workplace

Jill Collins
Be Part of the Solution: Governor’s Initiative

- Demonstrate a commitment to creating a recovery friendly environment.
- Promote a culture that reduces the stereotypes associated with substance use disorder.
- Enhance workplace safety while improving productivity and profitability by addressing behavioral health issues "head-on."

https://www.recoveryfriendlyworkplace.com/
NH SB563: Credits Against Business Tax to Support Recovery Friendly Workplaces

• 75% annual Tax Credit (up to $750,000) for contribution to Community Development Finance Authority which shall be used to lend or grant money to non-profit organizations that deliver recovery friendly workplace programs

• Passed unanimously by Senate Finance Committee
Next Steps

• On-going collaborative
• Multiple Radio shows
• Newspaper series
• Workshops for employers
• Promote Recovery Friendly Workplace
• Support Tax Credit initiative