

Opioids in the Maryland Workplace: Challenges and Solutions



**November 5, 2018
9:00 AM to 4:30 PM**

**Johns Hopkins Bloomberg School of Public Health
Feinstone Hall
Baltimore, Maryland**

Co-Sponsors



Agenda

- 8:30 AM **Registration**
- 9:00 AM **Welcome**
Ellen J. MacKenzie, PhD, Dean, Johns Hopkins Bloomberg School of Public Health
- 9:05 AM **Overview**
Clifford S. Mitchell, MS, MD, MPH, Director, Environmental Health Bureau, Maryland Department of Health
- 9:20 AM **Keynote Address**
The Honorable Kelly M. Schulz, Secretary, Maryland Department of Labor, Licensing, and Regulation
- 9:50 AM **Panel 1: Defining the Problem — Medical, Legal, Ethical, Fiscal, Regulatory Issues**
Moderator: Darrell VanDeusen, Kollman & Saucier, P.A.
- Panelists
Terrence J. Artis, Assistant General Counsel, Maryland Commission on Civil Rights
Joyce Walker-Jones, Esq, U.S. Equal Employment Opportunity Commission
Lawrence A. Richardson, Jr., Esq., Maryland Chamber of Commerce
Robert K. White, MA, LCPC, University of Maryland Medical System
- 10:50 AM **Break**
- 11 AM **Panel 2: Emerging Trends and Innovations**
Moderator: Marianne Cloeren, MD, MPH, University of Maryland School of Medicine
- Panelists
Rebecca L. Jones, RN, MSN, Health Officer, Worcester County
Linda Carter Batiste, JD, Job Accommodation Network
Chris Trahan Cain, CIH, The Center for Construction Research and Training
Wayne J. Creasap II, The Association of Union Constructors
- 12:10 PM **Lunch** (provided)
- 1:15 PM **Breakout Groups (Feinstone Hall, W7023, W2015):** Participants will be assigned to breakout groups. Each group will have a cross-section of disciplines and will address the following questions:
- 1:30 PM What are the most important challenges/barriers to optimal management of opioids in the workplace?
- 2:00 PM What are the most important/significant opportunities or best practices to achieve optimal management of opioids?
- 2:30 PM Rank and order priorities
- 3:00 PM **Breakout Group Reports**
- 3:45 PM **Wrap-Up and Next Steps**
- 4:30 PM **Adjourn**

Speaker Biographies

Terrence J. Artis is currently an Assistant General Counsel with the State of Maryland Commission on Civil Rights. In this capacity, he is an administrative, trial and appellate attorney litigating cases of unlawful discrimination and ensuring equal opportunity for all in employment, housing and public accommodations. Terrence has been successful in an employment law case, and significant fair housing matter in the state, (*A.C. v. Maryland Commission on Civil Rights*, 232 Md. App. 558, (2017)), (*Board of Directors Cameron Grove Condominium II v. State of Maryland Commission Human Relations*. 431 Md. 61 (2013)). The fair housing case established the law for the first time involving a reasonable accommodation in Maryland. He earned his Juris Doctor from the University of Baltimore School of Law and Bachelor of Arts at Morgan State University. Terrence also serves with the Maryland Volunteer Lawyers Service.

Linda Carter Batiste, JD is a Principal Consultant with the Job Accommodation Network (JAN), specializing in the Americans with Disabilities Act and other disability related legislation. She has been with JAN since 1992 and is a member of JAN's management team. She has a master's degree in rehabilitation counseling/vocational evaluation and a law degree from West Virginia University. She is a member of the American Bar Association, the West Virginia Bar, and the Disability Management Employer Coalition.

Chris Trahan Cain, CIH is the Executive Director of CPWR — The Center for Construction Research and Training, as well as the Safety and Health Director for North America's Building Trades Unions (NABTU). Cain has worked at CPWR since 1998 and became executive director in 2017. One of her primary roles is to oversee, manage, and develop training programs that target various levels of skilled construction workers and tradesmen from underrepresented, minority populations. Cain began her career as a compliance officer for the New York State Public Employee Safety and Health Bureau. In this position, she enforced protective regulations for public employees at the state and local level according to the Occupational Health and Safety Administration (OSHA).

Marianne Cloeren, MD, MPH is an Associate Professor at the University of Maryland School of Medicine in the Division of Occupational and Environmental Medicine. She joined the faculty in 2017, after a decade addressing complicated workers' compensation cases in the federal sector, and many years in a variety of clinical settings, including private practice, government service and consulting roles. Her personal professional mission is to prevent avoidable work disability through education – of workers, clinicians, employers and policy makers. She is an experienced instructional designer, who has developed many live and online courses, including "Getting Your Patients Back to Work" for the American College of Occupational and Environmental Medicine. She has also developed educational modules related to opioid prescribing, which have reached tens of thousands of clinicians. She serves on the University of Maryland Medical System Opioid Stewardship Task Force, and the Maryland State Medical Society (MedChi) Opioid Task Force. A graduate of Temple University School of Medicine, she trained in Internal Medicine and Occupational Medicine in the Johns Hopkins health system and is board certified in both specialties.

Wayne J. Creasap II is the Senior Director of Environmental Health and Safety for the Association of Union Constructors (TAUC). TAUC is made up of more than 2,000 contractor companies that utilize union labor for their projects, as well as local contractor associations and vendors in the industrial maintenance and construction fields. Creasap, who has been senior director of environmental health and safety at TAUC since December 2008, came to the association after 13 years with the Construction Employers' Association in Cleveland, OH, where he worked with labor and management while serving as their director of safety and education. He currently serves on the ANSI A10 Accredited Standards Committee, including several A10 working groups, the NIOSH National Occupational Research Agenda (NORA) Construction Sector Council and various building trades safety committees, including the Ironworkers/IMPACT Safety and Health Roundtable. Creasap holds a bachelor of science degree, with dual majors in biology and environmental and hazardous materials management, from the University of Findlay.

Rebecca L. Jones, RN, BSN, MSN is a Salisbury University graduate, earning a Bachelor of Science Degree in Nursing, with a minor in Psychology, in 1996 and a Master of Science Degree in Nursing-Leadership in 2008. She also holds an Associate Faculty Appointment in the Hopkins Bloomberg School of Public Health, Department of Health Policy and Management. Her areas of expertise include leadership and systems training, policy development, and program and financial planning and management. With 17 years of experience in community health with the Worcester County Health Department, she was appointed as Health Officer in July 2017. It is her responsibility to determine the public health needs and problems of Worcester County, to design programs to meet these needs, enforce the health laws of the State of Maryland and local government, and to direct the Worcester County Health Department. The Health Department has 270 employees with an annual budget in excess of \$22 million.

Ellen J. MacKenzie, PhD, MSc, is the 11th dean of the Johns Hopkins Bloomberg School of Public Health. Professor McKenzie is an expert on improving trauma care systems and policy, a nationally renowned researcher and a respected academic leader. She founded and leads the Major Extremity Trauma Research Consortium, a collaboration of more than 50 U.S. trauma centers and military treatment facilities. A former director of the Johns Hopkins Center for Injury Research and Policy, she has shaped the field of trauma services and outcomes research, leading to improved quality of life for trauma survivors. After earning graduate degrees from the Bloomberg School, MacKenzie joined the School's Health Policy and Management faculty in 1980, with a joint appointment in the Department of Biostatistics. A Bloomberg Distinguished Professor, she holds faculty appointments in the School of Medicine's departments of Orthopaedic Surgery, Emergency Medicine and Physical Medicine and Rehabilitation.

Clifford S. Mitchell, MS, MD, MPH is Director of the Environmental Health Bureau, Prevention and Health Promotion Administration, Maryland Department of Health. The Bureau's responsibilities include: food protection; environmental, occupational, and injury epidemiology; and an array of healthy homes and injury prevention programs. He joined the Department in 2006, after 14 years on the faculty of the Johns Hopkins Bloomberg School of Public Health. Dr. Mitchell received a BA from Williams College, an MS from the Massachusetts Institute of Technology, an MD degree from Case Western Reserve University, and his MPH from the Johns Hopkins School of Hygiene and Public Health. Dr. Mitchell leads several projects in the Department, including climate change, environmental public health tracking, occupational injury and illness surveillance, and violent death surveillance. He serves on several state and national environmental health advisory committees and has contributed to peer-reviewed publications and reports in the fields of environmental and occupational health, surveillance, and workforce development.

Lawrence A. Richardson, Jr., Esq is the Vice President of Government Affairs for the Maryland Chamber of Commerce. He joined the Chamber in 2016, after two decades of experience in governmental affairs for State Farm Insurance. Prior to his position with State Farm, Richardson worked as a staff attorney with Blue Cross Blue Shield of Maryland for 10 years, five of those years as Counsel for the Office of Government Affairs. Richardson attended Towson State University, then graduated cum laude from the University of Baltimore with a B.A. in Political Science (Government and Public Administration). He went on to earn his Juris Doctor from the University of Baltimore School of Law.

Honorable Kelly M. Schulz was confirmed as Secretary of the Maryland Department of Labor, Licensing and Regulation (DLLR) in February of 2015. A former member of the Maryland House of Delegates representing Frederick County, she served on the Economic Matters Committee from 2011- 2015. In addition to local issues, then Delegate Schulz took special interest in legislation relating to banks and other financial institutions, business, occupations and professions, economic development, labor and employment, unemployment insurance and workers' compensation. She brings a wealth of knowledge to the Maryland Department of Labor from her years of experience working in the government, in the private sector and as a small business owner.

Darrell VanDeusen is the President of Kollman & Saucier, a metropolitan Baltimore firm representing management in all areas of labor and employment law, which he has done for 33 years. From 1986-2017, he taught Employment Discrimination Law, Employment Law, Legal Writing and coached the Labor Law Moot Court team as an adjunct at the University of Baltimore Law School, and is also on the faculty of the National Employment Law Institute (NELI). He has received numerous awards for teaching and for his legal work, and is frequently selected as mediator, arbitrator and expert witness in labor and employment law matters. He is the author of a treatise on the Family and Medical Leave Act and Wage & Hour Law, published by LEXISNEXIS, which has been cited by federal appellate courts and the United States Supreme Court as authoritative on the subjects. He was general editor of Matthew Bender's Employment Discrimination Defense Expediter and is a member of the editorial board of Matthew Bender's Labor and Employment Bulletin. Darrell graduated from Colgate University and Duke University Law School.

Joyce Walker-Jones, Esq., is a Senior Attorney Advisor in the Office of Legal Counsel at the U.S. Equal Employment Opportunity Commission (EEOC) headquarters in Washington, DC. She advises the Commission on the interpretation and application of the statutes it enforces, including the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, Title VII of the Civil Rights Act of 1964, and the Age Discrimination in Employment Act. In that role, she assists in drafting regulations, policy guidance, and technical assistance documents and provides counsel on other Commission matters. Ms. Walker-Jones has served as a government fellow on the American Bar Association's Section of Labor and Employment Law's Equal Employment Opportunity Committee and as a track coordinator for the Section's annual Employment Law Conference. A graduate of Lawrence University in Appleton, WI, and Chicago-Kent College of Law in Chicago, IL, she has been an attorney at the EEOC since 1987.

Robert K. White, MA, LCPC is the Director of Behavioral Health and Business Development for the University of Maryland School of Medicine, Department of Psychiatry. He holds a clinical faculty appointment in the School of Medicine, is a Licensed Clinical Professional Counselor, and continues to teach and publish on subjects related to: EAPs, Telemental Health, Impaired Professionals, Addiction Intervention, and Problem Gambling. He has received several awards from NCADD-Maryland for outstanding contributions to the field of addiction treatment including the Isadore Tuerk Award in 2004 and the Lifetime Achievement Award in 2018. He has chaired the Annual Tuerk Conference on Addiction Treatment for 30 years. This is the largest addiction conference on the East Coast with over 1,600 attendees and 100 exhibitors.

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