

# STATE OF NEW YORK

9063--A

## IN ASSEMBLY

February 6, 2024

Introduced by M. of A. STECK, McDONALD, GALLAGHER, FAHY, BUTTENSCHON --  
read once and referred to the Committee on Alcoholism and Drug Abuse  
-- committee discharged, bill amended, ordered reprinted as amended  
and recommitted to said committee

AN ACT to amend the mental hygiene law, in relation to establishing the  
"recovery ready workplace act"

The People of the State of New York, represented in Senate and Assem-  
bly, do enact as follows:

1 Section 1. Short title. This act shall be known and may be cited as  
2 the "recovery ready workplace act".

3 § 2. The mental hygiene law is amended by adding a new section 32.40  
4 to read as follows:

5 § 32.40 Recovery-ready workplace program.

6 (a) Definitions. For purposes of this section, the following terms  
7 shall have the following meanings:

8 1. "Employer" shall include any person, entity, corporation, limited  
9 liability company, or association employing any individual in any occu-  
10 pation, industry, trade, business or service.

11 2. "Employee" means any person employed for hire by an employer in any  
12 employment.

13 3. "Lived experience" means having first-hand experience living with  
14 mental health and/or substance use disorder and the associated chal-  
15 lenges.

16 4. "Opioid use disorder" or "OUD" means a problematic pattern of  
17 opioid use leading to clinically significant impairment or distress and  
18 is a subset of SUD.

19 5. "Member assistance program" means a labor union administered educa-  
20 tion and assistance program that provides support to members struggling  
21 with mental health or substance use problems.

22 6. "Prevention" means a way of preventing substance misuse through  
23 strategies to reduce the risk of injury and stress in the workplace and  
24 address other factors that may increase the risk of substance misuse and  
25 through training and education to build a substance use disorder and  
26 recovery literacy.

EXPLANATION--Matter in italics (underscored) is new; matter in brackets  
[-] is old law to be omitted.

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1 7. "Recovery" means a process of change through which individuals  
2 improve their health and wellness, live a self-directed life, and strive  
3 to reach their full potential.

4 8. "Recovery ready workplace advisor" means a person who is an employ-  
5 ee of or contractor for a recovery ready workplace program and whose  
6 duties include, but are not limited to, assisting employers through the  
7 process of becoming a certified recovery ready workplace.

8 9. "Certified peer support advocate" means a person with the lived  
9 experience of recovery from a substance use disorder or co-occurring  
10 disorder and who is certified to provide non-clinical, strengths-based  
11 support to others experiencing similar challenges. "Certified peer  
12 support advocates" shall also be known as "peer specialists", "peer  
13 recovery coaches", and "peer recovery support specialists".

14 10. "Recovery ready workplace" or "RRW" means an established program  
15 to prevent exposure to workplace factors that could cause or perpetuate  
16 a SUD while lowering barriers to seeking care, receiving care, and main-  
17 taining recovery, and to educate its management team and workers on  
18 issues surrounding SUDs to reduce the stigma around such challenge.

19 11. "Substance use disorder" or "SUD" means the recurrent use of alco-  
20 hol and/or drugs that causes clinically significant impairment, includ-  
21 ing health problems, disability, and failure to meet major responsibil-  
22 ities at work, school, or home.

23 12. "Workplace" means any site where an employee performs any work-re-  
24 lated duty or duties in the scope and course of the employee's employ-  
25 ment, provided that such locations shall not include an employee's domi-  
26 cile, permanent or temporary, where an employee performs any  
27 work-related duty in the course of their employment.

28 (b) The office, in consultation with the department of labor, shall  
29 establish a recovery ready workplace program to be administered and  
30 overseen by the office. At a minimum, the program shall:

31 1. Develop a process through which employers may apply to become a  
32 recovery ready workplace participant or certified as recovery ready as  
33 set forth in this section;

34 2. Develop an orientation process that includes training materials for  
35 employers that provides a baseline introduction to substance use disor-  
36 der, treatment, and recovery, including information on the science of  
37 addiction, stigma, substance use in the workforce, prevention measures,  
38 available local resources, and the ways in which employers can amend and  
39 implement recovery ready policies and practices to help their employees  
40 with substance use disorders;

41 3. Provide consultation, guidance, technical assistance, training and  
42 education, and other support to employers seeking to become participants  
43 or certified recovery ready workplaces, as well as to current program  
44 participants and certified recovery ready employers;

45 4. Conduct outreach to stakeholders, including employers that are not  
46 engaged in the program, labor unions, and recovery support organiza-  
47 tions, to provide information regarding the program; and

48 5. Establish a recovery ready workplace program webpage on the  
49 office's website that provides information on substance use in the work-  
50 place to employers, employees, and the general public.

51 (c) The office of addiction services and supports, shall promulgate  
52 regulations establishing the criteria by which an employer can obtain  
53 certification as a RRW. Such criteria shall include, but not be limited  
54 to, the following:

55 1. a signed letter of interest from the employer to become a RRW;

56 2. issuance of a written declaration to employees;

1 3. collaboration with employees and, if any, the collective bargaining  
2 agent or the bona fide labor organization which has established itself  
3 and/or its affiliates as the collective bargaining representative for  
4 persons employed by such employer, recovery community organizations, and  
5 government officials in establishing a RRW and the development of the  
6 proposed recovery ready workplace program in writing;

7 4. proactively identifying and addressing the primary prevention of  
8 workplace hazards and sources of stress at work associated with opioid  
9 and other substance misuse, including prescription medications and  
10 through self-medication;

11 5. establishing availability of naloxone onsite and training personnel  
12 on its administration and other first aid measures that reduce the risk  
13 of death as a result of an overdose;

14 6. supporting and providing information to injured workers on how to  
15 avoid opioid and other substance misuse;

16 7. providing training and orientation to supervisors, management,  
17 employees, and union officials;

18 8. providing resources and information to employees;

19 9. connecting with a recovery community organization within six months  
20 of certification;

21 10. assessing and addressing workplace culture issues by:

22 (A) encouraging all qualified applicants, including persons in recov-  
23 ery;

24 (B) having programs and practices that promote and support employee  
25 health, wellness, and work-life balance, such as but not limited to  
26 member assistance programs; and

27 (C) supporting employees who seek treatment and who require residen-  
28 tial or outpatient treatment and related disability leave, including  
29 planning for return to work;

30 11. offering health benefits that provide comprehensive coverage for  
31 SUDs, including medications for OUD and SUD, aftercare, and counseling;

32 12. evaluating and improving, as needed, access to treatment and  
33 recovery resources and ensure mental health and substance use benefits  
34 are equal to those for physical health as required by paragraph five of  
35 subsection one of section three thousand two hundred twenty-one and  
36 subsections (g) and (h) of section four thousand three hundred three of  
37 the insurance law, and the federal mental health parity addiction equity  
38 act;

39 13. providing work accommodations for employees in recovery to attend  
40 treatment and recovery services and providing reasonable work accommo-  
41 dations to support workers in recovery in compliance with federal and  
42 state law; and

43 14. ensuring employer RRW policies include confidentiality provisions  
44 to maintain confidentiality of employees accessing services.

45 (d) 1. An employer shall develop the plan to become certified as a RRW  
46 in cooperation with the collective bargaining agent or the bona fide  
47 labor organization which has established itself and/or its affiliates as  
48 the collective bargaining representative for persons employed by such  
49 employer, if any, or with meaningful participation of employees where  
50 there is no collective bargaining representative, for all aspects of the  
51 plan, and such plan shall be tailored to the specific industry and work  
52 place or workplaces of the employer.

53 2. Employers shall be encouraged to establish multi-stakeholder  
54 committees, subcommittees, or task forces to help develop RRW programs.  
55 Where there is a collective bargaining agent or a bona fide labor organ-  
56 ization which has established itself and/or its affiliates as the

1 collective bargaining representative for persons employed by such  
2 employer, such collective bargaining representative shall select employ-  
3 ees to be members of such committee.

4 3. To the extent that any individual voluntarily self-discloses lived  
5 experience with SUD or recovery, a RRW committee, subcommittee, or task  
6 force shall invite representatives with lived experience to participate  
7 in the development and the annual review of the RRW plan, while main-  
8 taining confidentiality.

9 4. The employer shall update its drug and alcohol policies in writing  
10 within one year of certification. The employer shall make such policies  
11 available to all employees, shall review such policies annually in  
12 consultation with the employers' RRW committee, and shall update such  
13 policies as necessary, except as described in subdivision (c) of this  
14 section.

15 5. Employer policies related to accessing treatment and recovery  
16 resources shall be evaluated and improved, as necessary, including a  
17 review of mental health and substance use benefits to assess parity to  
18 those for physical health in conformance with federal, state, and local  
19 laws.

20 (e) The provisions of this section shall not be construed to diminish  
21 or alter the rights or benefits of any employee pursuant to any other  
22 law, regulation, or collective bargaining agreement.

23 § 3. This act shall take effect on the one hundred eightieth day after  
24 it shall have become a law.