



### **Mountain Top Recovery-Friendly Workplace Initiative**

Supporting Partners: Mountain Top Cares Coalition(MCC), Columbia  
Greene Workforce NY,  
Huntersfield Peer Recovery Services

When a company hires a worker in recovery, they are hiring someone who has begun a process of change by improving their health and wellness and striving to reach their full potential. Like all potential employees, a worker in recovery has obstacles to overcome. The difference is they have made the decision to be open and honest about their issues. Due to the stigma associated with substance use disorders, many employees are fearful of employers knowing about their past usage and the consequences that followed. This “way of doing business” can be unhealthy for the person in recovery and costly for the employer. The Governor of New Hampshire recently created a statewide RFW initiative involving all levels of government and support services. Their experience and the experience of others who have implemented a RFW has been that creating an

environment in a business where recovery is supported, promoted and even celebrated can lead to a healthier, more motivated and more productive workforce through the delivery of evidence based health programs, policies and practices.

## **Our Goal**

*To link members of our community who are in active recovery from substance use disorders with employers who are looking to fill positions with dynamic, motivated individuals.*

Substance abuse among employees and their family members can be costly to a business by way of absenteeism, decreased productivity, theft, low employee morale, injuries, increased health care, legal liabilities and workers' compensation costs. Many individuals and families face a host of difficulties closely associated with addiction. These problems quite often negatively impact the workplace. On the other hand, the right work setting can help to create an atmosphere that promotes health and wellness. By encouraging and supporting active recovery, employers can dramatically assist in reducing the negative impact of alcohol and substance abuse in the workplace, while also reducing their costs.

*Our end goal is dignity for workers and profit for business.*

## **About Recovery Friendly Workplaces**

Recovery Friendly Workplaces support their communities by recognizing recovery from substance use disorder as a strength and by being willing to work intentionally with people in recovery. RFW's encourage a healthy and safe environment where employers, employees, and communities can collaborate to create positive change and eliminate barriers for those impacted by addiction.

# MOUNTAIN TOP RECOVERY FRIENDLY WORKPLACE INITIATIVE

A Project of the Mountain Cares Coalition

## OUR GOALS:

- To link members of our community who are in active recovery from substance use disorders with employers who are looking to fill positions with dynamic, motivated individuals.
- Dignity for workers and profit for business.

## ABOUT RECOVERY FRIENDLY WORKPLACES

Recovery Friendly Workplaces support their communities by recognizing recovery from substance use disorder as a strength and by being willing to work intentionally with people in recovery. RFW's encourage a healthy and safe environment where employers, employees, and communities can collaborate to create positive change and eliminate barriers for those impacted by addiction.

### Benefits for Employers:

- Recovery Coach support for employee and employer free of charge
- Motivated employees who desire work experience
- Skills and interests matched to your job openings
- Improved safety, employee retention and morale
- Information on tax credits and bonding
- Workforce grant information and possible On The Job Training financial support for new hires.
- Opportunities for businesses and their employees to become involved with community health and wellness events.

### Benefits for Those in Recovery:

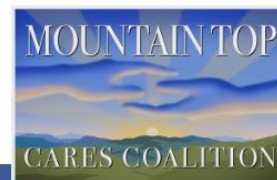
- Job placement assistance
- Resume Building Workshops
- Interviewing Skills
- Workplace Etiquette Review
- Career Planning
- Vocational Training
- On-going relationship with a Recovery Coach
- Connection to community resources

## HOW TO JOIN:

Let us know you are interested. Keep us posted on the jobs you have available and our peer support staff will work with you to match candidates' qualifications and skills with appropriate positions. We are always happy to meet with you and answer any questions you may have.

## CONTACT US:

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### WHAT IS THE MOUNTAIN TOP CARES COALITION?

Mountain Top Cares Coalition (MCC) is a coalition of business leaders, medical and mental health professionals, local agencies, first responders and concerned citizens working together to address the ongoing issue of addiction within the nine towns making up the mountaintop community.

