



TRANSFORMATIONS CARE

HOW TO GET CLEAN & KEEP YOUR JOB



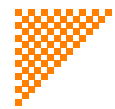
*5 Things
You Need
to Know*



Losing your job can be a real “rock bottom” moment on the downward spiral of addiction. If you’re lucky enough to still have yours—despite drug and alcohol use—that doesn’t mean that you don’t need help.

Almost 70% of people using illicit drugs are able to hold down a part-time or full-time job at the same time that they’re using. The best way to know if you need help is to decide if you want a different life. If you do, and you think yours could be better without drinking or using, we can help.

Quitting drinking or using doesn’t have to mean quitting your job, though. Here’s how to get help and make sure you have a job waiting for you when you’re doing better.



BE PRO ACTIVE



The best thing you can do to protect your job is to bring up your substance use disorder before your boss does. You can easily and legally be fired if you're showing up intoxicated or performing poorly because of your substance use. In some workplaces, you can be fired if your boss initiates a drug test on suspicion and you fail. However, if you are up front with your boss about your need to get help, you'll be in a much better position, legally. In the long run, they're also likely to appreciate your honesty.



A lot has changed in recent years, and the government has created protections for people struggling with substance abuse.

The Americans with Disabilities Act protects people with disabilities, including addiction—because it is considered a chronic disease. This only applies to employers with fifteen or more employees, and you cannot be actively using drugs or alcohol in order to take advantage of it. You also have to bring up your issue with your employer before they do. But if you meet those guidelines, you are well within your rights to ask for accommodations for your disability. For example, you can ask for your schedule to be adjusted in order to attend treatment or a recovery meeting.

Similarly, the Family Medical Leave of Absence Act requires your employer to keep your job protected for up to twelve weeks if you meet the following criteria:

- Get a referral for substance use disorder treatment from a health professional
- You must have worked for the company for at least twelve months
- You must have worked more than 1250 hours in the past twelve months
- Your employer must have at least fifty employees within a seventy-five-mile radius

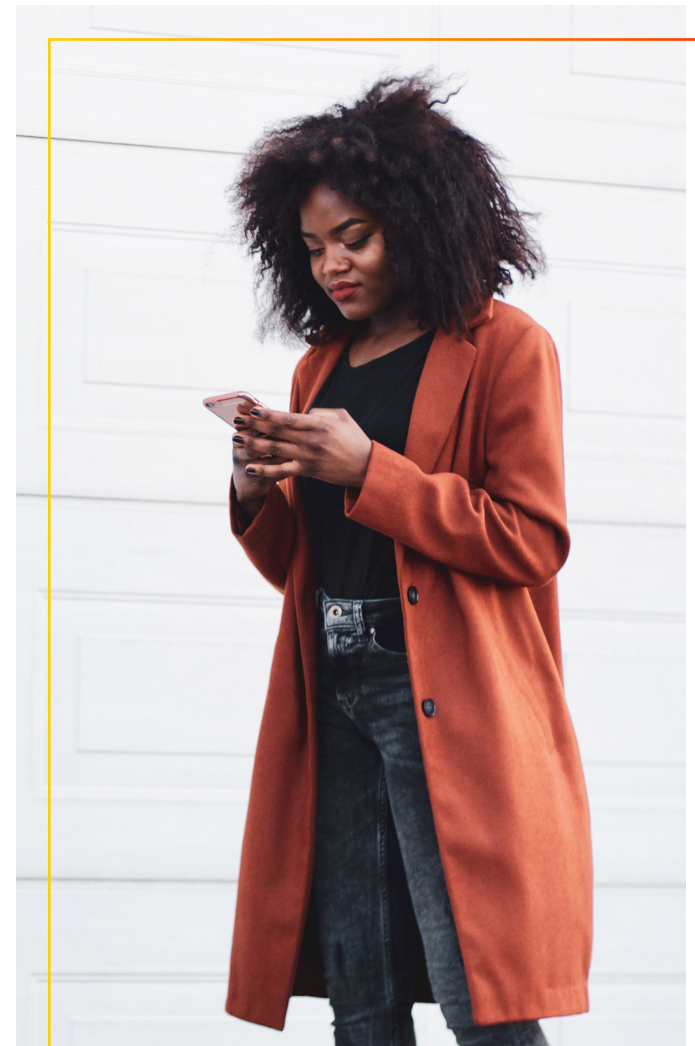
The best way to know if your job is covered is to initiate the conversation with your manager, boss, or HR.

Finally, if you do decide to get treatment, it may be covered by your insurance. According to the Mental Health Parity and Addictions Equity Act, mental health and addiction treatment must be treated the same as physical health and the treatment of other diseases. That means that your employer-provided health insurance is required to cover treatment, in the same way that it covers treatment for other chronic diseases like diabetes.

In addition, the Affordable Care Act also requires insurers to include addiction treatment as part of their ten essential health benefits.

If this seems overwhelming, just remember: Addiction is a real disease, and you deserve to get treatment. Most workplaces will understand.

KNOW YOUR RIGHTS





PLAN FOR THE FUTURE

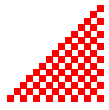
If you do want to keep your job, do your best not to burn bridges. That means ghosting is off the table. Plan to have a calm conversation with your manager, boss, and HR about your needs. At the very least, send an email. If your treatment center's clinical team allows it, you might even want to check in with your workplace at some point during treatment to let them know you're looking forward to coming back healthier than ever.



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When you decide to get clean and sober, that has to be your main focus. Make a promise to yourself to give yourself fully to your treatment, and do your best to cut off from work for that period. It will be there when you get back—if you get better.





STAY FLEX IBLE

Especially in early recovery, staying clean and sober has to be your main priority. You might find that your job is no longer a good fit for you once you're clean. (Maybe you were a bartender, for example!) Try to keep an open mind and give yourself permission to switch things up if it's going to benefit your newfound recovery. Life is going to look a lot different when you get clean and sober—and that's a good thing.



TRANSFORMATIONS CARE

If you'd like some more guidance on how to get into treatment, call our team and they can walk you through it:

424-339-0965

www.transformationscare.com