



## Warn Me Label Directions for Use: Employer Guide

This guide provides suggestions to disseminate Warn Me labels effectively in your organization. For more ways to address opioid misuse in your workplace, please reference the NSC Prescription Drug Employer Toolkit at <http://safety.nsc.org/rxemployerkit>.

### How it works

The goal of these labels is to spark a conversation between your employees and their medical providers about prescription painkiller use. They should be placed on an insurance card or a pharmacy loyalty card as a reminder to ask their medical provider the following questions:

- Am I being prescribed an opioid?
- Is there a non-addictive alternative?
- Is a short-term prescription possible?
- Do I have any medical conditions that could increase my risk?

These questions are on the back of each card that will be handed out to your employees. Medical providers will not see any patient's insurance card, so it is important to remind your employees that these labels are meant to empower them to ask the questions.

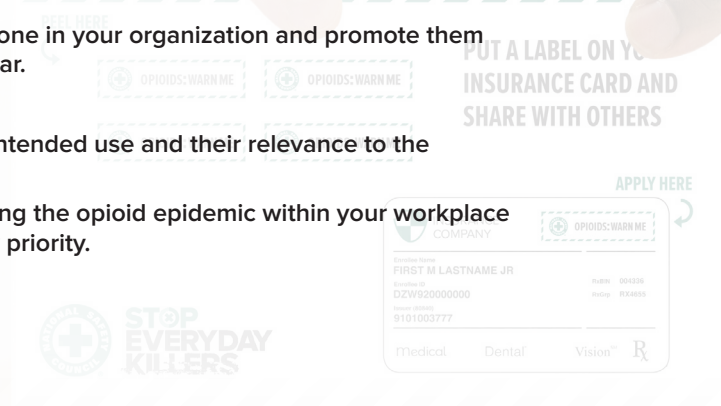
These labels should also act as a conversation starter to urge employees to talk to their families and friends about the risks associated with opioids. Each card comes with four labels to encourage your employees to give extras to loved ones.

*“You are the first line of defense in reducing risk of opioid misuse. The Warn Me labels from the National Safety Council help to start a conversation with your doctor about non-addictive alternatives and the risks of opioids.”*

**- Erick Walberth, Schneider Electric**

### Warn Me labels – key steps

1. Make the labels accessible to everyone in your organization and promote them at multiple points throughout the year.
2. Keep a supply readily available.
3. Take the time to explain both their intended use and their relevance to the opioid epidemic.
4. Take a holistic approach in addressing the opioid epidemic within your workplace by making it a company-wide safety priority.



## Distribute them to your employees

The following are some examples of ways you can make sure your employees receive a Warn Me label card:

- Drop them off in employee mailboxes
- Promote them at employee wellness fairs or other wellness events
- Give cards to managers to give out to their individual teams
- Leave them at resource tables or other communal areas
- Include them in your employee orientation materials
- Provide them during benefits open enrollment events

Choose which method works for you, as each workplace is unique. Most importantly, make sure the Warn Me labels are accessible to everyone you employ.

## Encourage their use

As the employer, you are in a unique position to encourage conversation surrounding the risks associated with opioids and the reason Warn Me labels are helpful. Here are some ways you can brief your employees on the labels to promote action:

- Educate your workforce with the Warn Me label poster found in the Prescription Drug Employer Toolkit. This poster can be sent out electronically or printed and posted in communal areas.
  - When sending out or hanging up this poster, make sure to indicate how the employees can get a Warn Me label card within your workplace.
- Devote time at staff meetings to discuss the purpose of the labels. Consider pairing this conversation with the 5 minute safety talk in the Prescription Drug Employer Toolkit, *Discussing Prescription Opioids with Your Doctor*.
- Encourage managers to have conversations with their teams about why these labels can help to make a difference and keep everyone safe.
- Get creative – offer incentives for employee participation such as providing opportunities to win prizes, dress down for work, or get free food or coffee.
- Incorporate educational materials into your orientation and onboarding process.

## Employer success story:

The Keystone Contractors Association (KCA) was one of the first associations to implement the Warn Me labels in their workplace. Under the leadership of Executive Director Jon O'Brien, Warn Me labels were sent to each construction company with an accompanying letter explaining the labels and their purpose. Employees at each worksite were then educated on the labels and the importance of speaking to their prescriber about their medication use during a weekly Safety Toolbox Talk. The Warn Me labels became a part of KCA's larger safety strategy. This safety strategy led to the Pennsylvania House of Representatives unanimously supporting KCA in their efforts by declaring a statewide Construction Opioid Awareness Week in July 2018. This week promoted drug take back events at local construction worksites, safety education, and Warn Me label dissemination.

*“The stickers are a great way to initiate a conversation between an employer and their employees. It's a small and easy thing to do and it can have a big effect.”*

**- Jon O'Brien, Keystone Contractors Association**



**STOP  
EVERYDAY  
KILLERS**