



MISSISSIPPI RECOVERY FRIENDLY WORKPLACE COALITION



— where workplace wellness and operational stability converge —

The Mississippi Recovery Friendly Workplace (RFW) Coalition equips employers with a structured, proven approach to support employees in recovery, reduce workplace risk, and strengthen workforce stability.



This is not just an HR initiative.
It is a business strategy rooted in workforce performance, safety, and retention.



WHY IT MATTERS

Substance Use Disorder (SUD) impacts the workforce in ways that directly affect business operations:

- Increased absenteeism and turnover
- Higher safety risks and incident rates
- Reduced productivity and engagement
- Rising healthcare and workers' compensation costs



“Every business has the potential to change lives if they have the courage to talk openly, listen deeply, and lead with compassion.”

✓ Recovery Friendly Workplaces address these challenges proactively—before they become costly outcomes.



THE RFW MODEL

The program is built on a structured, repeatable framework:



✓ This model ensures consistency, accountability, and measurable results.



WHAT EMPLOYERS GAIN

- ✓ Reduced turnover and absenteeism
- ✓ Improved workplace safety and compliance
- ✓ Stronger employee engagement and morale
- ✓ Increased access to workforce and community resources
- ✓ Enhanced reputation as a responsible, people-centered employer



WHAT MAKES THIS DIFFERENT

- ✓ Designed specifically for employers and business environments
- ✓ Aligns with risk mitigation and workforce strategy
- ✓ Supports both employees and leadership
- ✓ Scalable across industries and company sizes



STATEWIDE IMPACT

The Mississippi Recovery Friendly Workplace Coalition strengthens workforce participation, supports economic stability, and helps employers access untapped talent pools and retain a stronger, healthier workforce.



Kimberly McRoy, SHRM-SCP



kimberly.mcroy@msba.com



(601) 550-3434



MISSISSIPPI RECOVERY FRIENDLY WORKPLACE DESIGNATION



A STATE-RECOGNIZED STANDARD FOR WORKFORCE STABILITY AND EMPLOYER EXCELLENCE

The Mississippi Recovery Friendly Workplace Designation recognizes employers who create a supportive work environment for employees in recovery and help build a stronger, safer, and more productive workforce across our state.



When employers support recovery, businesses thrive, people flourish, and communities grow stronger.



Good for Employees. Great for Business. Stronger for Mississippi.

★ Developed in collaboration with Mississippi workforce and business leadership. ★



WHAT IS A RECOVERY FRIENDLY WORKPLACE?

A Recovery Friendly Workplace is a place of work in which the employer, in collaboration with employees, establishes, maintains, and continually enhances policies, practices, and a culture and work environment that are supportive of current and prospective employees in recovery from, or otherwise affected by, substance use disorders (SUD).

“ RFW does not bring the problem to the workplace; it brings the solution to a problem that already exists. ”



WHY IT MATTERS IN MISSISSIPPI



\$81 BILLION
Annual cost of untreated SUD to employers in the U.S.



2/3 OF U.S. HOUSEHOLDS
are affected by SUD, making workplaces powerful platforms to support recovery and reduce stigma.



14 MILLION +
U.S. employees working full time are in long term recovery with an additional 27 million with an active SUD.

BENEFITS OF A RECOVERY FRIENDLY WORKPLACE

- Productivity
- Employee health
- Employee satisfaction, morale, & loyalty
- Talent attraction & retention
- Community connection
- Customer loyalty



- Absenteeism & presenteeism
- Workplace injuries & incidents
- Health care, disability, & workers' compensation expenses
- Turnover & related costs
- Harm to employees, families, & communities



BENEFITS OF MS DESIGNATION

- Recognition as a Recovery Friendly Employer in Mississippi
- Inclusion in the statewide RFW employer network
- Public recognition and promotional support
- Access to implementation tools and resources
- Opportunities to engage in workforce and policy conversations
- Alignment with state workforce initiatives



TAKE IT FURTHER: NATIONAL CERTIFICATION

Employers with a Mississippi RFW Designation are eligible to pursue National Recovery Friendly Workplace Certification through the National RFW Institute—bringing national recognition and expanded opportunities.
State Designation. National Certification. Stronger Together.



JOIN THE MOVEMENT. BUILD A STRONGER WORKFORCE. GET YOUR MISSISSIPPI RFW DESIGNATION TODAY.