



MISSISSIPPI RECOVERY FRIENDLY WORKPLACE COALITION



MSBA
FOUNDATION

— where workplace wellness and
operational stability converge —

The Mississippi Recovery Friendly Workplace (RFW) Coalition, an initiative of the MSBA Foundation, 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.



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MISSISSIPPI RECOVERY FRIENDLY WORKPLACE DESIGNATION

A STATE-RECOGNIZED STANDARD FOR
WORKFORCE STABILITY AND EMPLOYER EXCELLENCE



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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.



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