



**AGC**  
THE CONSTRUCTION  
ASSOCIATION

**April 15, 2026**

# **Alcohol Awareness & Workplace Supported Recovery**

***AGC Mental Health & Suicide Prevention Forum***

# How to Earn CEUs for this Session



1. Attend at least 95% of the session.
2. Additional instructions will be emailed to you after the session.
  - You will be required to complete a session and post-program evaluation as well as a brief assessment with a passing score of 75% or greater.



**0.1 IACET CEU** | The Associated General Contractors of America (AGC) is accredited by the International Accreditors for Continuing Education and Training (IACET) and offers IACET CEUs for its learning events that comply with the ANSI/IACET Continuing Education and Training Standard. IACET is recognized internationally as a standard development organization and accrediting body that promotes quality of continuing education and training.



# Alcohol Awareness & Workplace Supported Recovery

Mental Health, Substance Use & Suicide Prevention Task Force  
Quarterly Forum                      April 15, 2026

[safeproject.us](https://safeproject.us)





# Learning Objectives

- Explore alcohol in the construction industry, defining heavy and binge drinking and their associated risk factors.
- Consider how every employee plays a role in changing alcohol norms, understanding the health and wellness resources available to them, supporting their colleagues, and reducing stigma.
- Explore recovery and the multiple pathways of recovery, including how workplace culture and peer support increases employee well-being.
- Reflect on the key elements of a recovery-friendly workplace, including practices that reduce stigma and encourage recovery allyship

## Why...?

- 10.3% of Americans aged 18 and older report alcohol use disorder (2024 National Survey on Drug Use and Health)
- Approximately 70% of all people with alcohol and substance use disorder are of working age and in the workforce
- Less than 10% of people with alcohol and substance use disorder receive help

**HELP & RESOURCES ARE AVAILABLE**

**APRIL**

**ALCOHOL  
AWARENESS  
MONTH**

**SAMHSA**  
Substance Abuse and Mental Health  
Services Administration



**ASPHALTPRO**

# Real Talk: Alcohol Awareness and Promoting Workplace Recovery

BY CAL BEYER

## Spotlight on Recovery

The latest NSDUH offers a positive view of this news that is often not reported: a high percentage of American adults report being in recovery or being recovered from mental health challenges (66.9%) and problems with substances or alcohol (74.3%). This data is an opportunity for workplaces to shift from talking about problems to talking about solutions.

By focusing on recovery, employers can promote care-seeking by those in need of support and services. Progressive employers are recognizing how common substance use challenges are among workers and families. A worker who has a family member affected by substance use is at increased risk of stress and anxiety. Employers are increasingly receptive to thinking differently about how to support employees seeking substance use prevention, treatment and recovery.

<https://theasphaltpro.com/articles/real-talk-alcohol-awareness-and-promoting-workplace-recovery/>



# SAFEProject

Stop the Addiction Fatality Epidemic

*Our mission is to contribute in a tangible way to overcoming the addiction epidemic in the United States.*

**SAFE  
Campuses**

**SAFE  
Communities**

**SAFE  
Workplaces**

**SAFE  
Veterans**



**PUBLIC  
AWARENESS**



**FULL SPECTRUM  
PREVENTION**



**PRESCRIPTIONS &  
MEDICAL RESPONSE**



**LAW ENFORCEMENT &  
CRIMINAL JUSTICE**



**TREATMENT  
& RECOVERY**



**FAMILY OUTREACH  
& SUPPORT**



# Why Do People Use Alcohol?

- To relax
- To belong/fit in
- To feel more comfortable in social situations
- To feel better / to feel good
- Curiosity

While not everyone who drinks alcohol will struggle with their use...  
**It's important for us to support those who do.**



## Thoughts to Consider:

- Alcohol use is widespread and culturally embedded
- Risk varies by amount consumed, frequency of use, and context of use
- Protective factors include stable housing, social connection, health education and knowledge, access to healthcare, positive mental health, etc.



# Construction and Alcohol

- SAMHSA (2015) reported construction with the 2nd highest rate of alcohol consumption at 16.5% of workers (trailing only mining)
- National Safety Council (2020) reported approx. 19% of construction workers with substance use disorder (vs. 8.5% in all industries)
- CPWR (2020) reported 24.2% workers reported binge drinking in the prior month and 9.1% reported heavy drinking over the prior year



# Shifting Alcohol Consumption Trends

- Gallup polling Americans on alcohol use since 1939.
- 2025 showed a record-low 54% of Americans reported drinking alcohol.
  - 8% decline since the 2023 poll
- For the past decade, younger respondents reported lower rates of drinking alcohol compared to those who were older:
  - 50% of those aged 18-24 reported drinking compared to 56% of those over age 35.

<https://news.gallup.com/poll/693362/drinking-rate-new-low-alcohol-concerns-surge.aspx>



**No Use**

**Alcohol Use**

**Alcohol Misuse**

**AUD**

Substance use exists on a spectrum

- People move along the continuum in both directions.
- Support should match need, not labels.
- Making changes or recovery is possible at every point.

## What is a standard drink?

12 fl oz of  
regular beer

=

5 fl oz of  
table wine

=

1.5 fl oz shot of  
distilled spirits  
(gin, rum,  
tequila, vodka,  
whiskey, etc.)



about 5%  
alcohol



about 12%  
alcohol



about 40%  
alcohol

A standard drink consists of  
0.6 ounce of ethyl alcohol



Source: <https://rethinkingdrinking.niaaa.nih.gov>



12 fl oz of **regular beer** = 8–10 fl oz of **malt liquor or flavored malt beverages such as hard seltzer** (shown in a 12 oz glass) = 5 fl oz of **table wine** = 3–4 fl oz of **fortified wine** (such as sherry or port; 3.5 oz shown) = 2–3 fl oz of **cordial, liqueur, or aperitif** (2.5 oz shown) = 1.5 fl oz of **brandy or cognac** (a single jigger) = 1.5 fl oz shot of **distilled spirits** (gin, rum, tequila, vodka, whiskey, etc.)



about 5%  
alcohol

about 7% alcohol

about 12%  
alcohol

about 17%  
alcohol

about 24%  
alcohol

about 40%  
alcohol

about 40%  
alcohol



National Institute  
on Alcohol Abuse  
and Alcoholism

Source: <https://rethinkingdrinking.niaaa.nih.gov>



## Heavy Drinking



**5 or more drinks** on any day  
**15 or more drinks** per week



**4 or more drinks** on any day  
**8 or more drinks** per week

## Binge Drinking

In about  
**2 hours**



For men  
**5 or more  
drinks**



For women  
**4 or more  
drinks**

Source: <https://www.niaaa.nih.gov/alcohols-effects-health/alcohol-drinking-patterns>



# Alcohol and the Body



What is happening?	How does it feel?	How to prevent / reduce?
<b>Fluid Imbalance</b>	<ul style="list-style-type: none"><li>• Dizziness</li><li>• Lightheaded</li><li>• Headaches</li></ul>	<ul style="list-style-type: none"><li>• Drink in moderation</li><li>• Alternate with water</li><li>• Rehydrate during and after</li></ul>
<b>Irritation and Inflammation</b>	<ul style="list-style-type: none"><li>• Stomach ache</li><li>• Vomiting / nausea</li><li>• Bloating</li></ul>	<ul style="list-style-type: none"><li>• Drink in moderation</li><li>• <u>Eat food</u> high in fat, protein and fiber before and while drinking</li></ul>
<b>Physical Disturbances</b>	<ul style="list-style-type: none"><li>• Fatigue</li><li>• Irritability</li><li>• Mood Changes</li><li>• Poor sleep</li></ul>	<ul style="list-style-type: none"><li>• Drink in moderation</li><li>• Eat before and while drinking</li></ul>
<b>Delayed Neural Response</b>	<ul style="list-style-type: none"><li>• Uncoordinated speech</li><li>• Reduced motor skills</li><li>• Impaired decision-making skills</li></ul>	<ul style="list-style-type: none"><li>• Drink in moderation</li><li>• Plan ahead</li></ul>



# Perceptions Changing of Health Benefits vs. Risks of Alcohol

- Gallup polling data from August 2025
  - Continuing trend in the percentage of American adults expressing concern about the health effects of drinking:
    - Increased from 28% in 2018 to 39% in 2023, before hitting 53% in 2025.
  - Percentage of Americans who believed drinking alcohol had beneficial health effects
    - decreased from 25% in 2005 to 19% in 2016 while dropping to 6% in 2025.

<https://www.forbes.com/sites/maryroeloffs/2025/08/13/around-half-of-us-adults-drink-alcohol-a-record-low-but-sales-remain-steady/>



# ADDICTION /ə-DĪK'SHƏN/

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Addiction is a **treatable, chronic medical disease** involving complex interactions among **brain circuits, genetics, the environment, and an individual's life experiences**. People with addiction use substances or engage in behaviors that become **compulsive and often continue despite harmful consequences**.

Prevention efforts and treatment approaches for addiction are generally **as successful as those for other chronic diseases**.



**ASAM** American Society of  
Addiction Medicine



# SAMHSA Working Definition of Recovery

*A process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential.*

Note how it does not reference either addiction or sobriety,  
BUT focuses on improved health and wellness



Mutual Aid Groups

Clinical Support

RCOs

Recovery Community Organizations

*(Valentine, White, & Taylor, 2007)*

# Recovery Support Groups

Mutual Aid Groups

*A few examples:*

“12-Step”





# What Causes Stigma?

Addiction stigma is typically rooted in the false belief that addiction is a choice that results from being weak willed and less honorable than the general population.

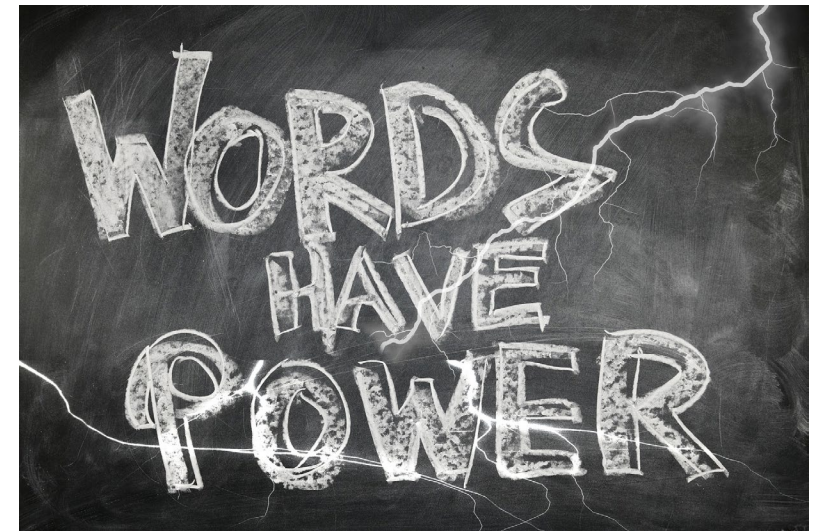


# Why Language Matters

- Using **person-first language** puts a person before an illness or condition
  - Avoids shaming labels
  - Uses medically accurate terminology
  - Shows that a person with a SUD “has” an illness, rather than “is” the problem

## Benefits:

- Minimizes negative stereotypes
- Humanizes the condition and reinforces empathy
- Reinforces *hope-help-healing-recovery*



Source: <https://nida.nih.gov/research-topics/addiction-science/words-matter-preferred-language-talking-about-addiction>



# RETHINKING DRINKING<sup>SM</sup>

*Alcohol & your health*



**Rethinking Drinking<sup>SM</sup>**  
Alcohol and Your Health

[Download](#) the free 20-page booklet, "Rethinking Drinking: Alcohol & Your Health".

[Download](#)

[https://www.niaaa.nih.gov/sites/default/files/publications/NIAAA\\_RethinkingDrinking.pdf](https://www.niaaa.nih.gov/sites/default/files/publications/NIAAA_RethinkingDrinking.pdf)

**Piénselo antes de beber<sup>SM</sup>**  
El alcohol y su salud

[Descargue](#) copias gratis del folleto de 20 páginas 'Piénselo Antes de Beber: El Alcohol y su Salud'.

[Descargar](#)

[https://www.niaaa.nih.gov/sites/default/files/publications/rethinking\\_drinking\\_6x9\\_24pg\\_book-spanish\\_v10.pdf](https://www.niaaa.nih.gov/sites/default/files/publications/rethinking_drinking_6x9_24pg_book-spanish_v10.pdf)



## I TOOK THE NO SHAME PLEDGE!

I am committed to ending the stigma around addiction and recovery.



## SAFE Project's No Shame Pledge:

### A MOVEMENT TO COMBAT STIGMA.

**ADDICTION IS A COMPLEX, TREATABLE HEALTH CONDITION.**

I commit to ongoing learning about the factors that can contribute to addiction.

**THERE ARE MULTIPLE PATHWAYS OF RECOVERY.**

I respect each person's ability to define and create a recovery pathway that works for them.

**STIGMA IS A MAJOR BARRIER TO SEEKING SUPPORT, ACCESSING CARE, AND ACHIEVING RECOVERY.**

I pledge to challenge stigma in all its forms.

**Join the No Shame Movement!**



[noshamepledge.com](http://noshamepledge.com)

**#NoShame**



# TOGETHER WE BREAK STIGMA

Every hand in this photo carries a different story, but they're united in one mission: ending shame and saving lives. From job sites to break rooms, recovery belongs in every workplace. Let's keep showing up for each other.

Join the movement. Take the No Shame Pledge today.

[www.safeproject.us/noshame](http://www.safeproject.us/noshame)



[safeproject.us/workplaces](http://safeproject.us/workplaces)



## IF YOU ONLY KNEW HOW MUCH YOUR WORKERS CARRY.

Your crew may look strong on the outside – but inside, they might be carrying stress, pain, or loss. Leadership means checking in. Listening. Creating space. It's time to unpack the stigma around mental health. SAFE Project can help your workplace take the first step. Visit [safeproject.us/workplaces](http://safeproject.us/workplaces) to learn more about support and available resources.





# Role of Recovery Allies

- Eliminates barriers faced by people in or seeking recovery
- Create recovery friendly environments where people, workplaces, families, and communities can thrive
- Empower individuals on their healing journey

## 4 Pillars of RFW

1. Prevention and Risk Reduction
2. Training and Education & Stigma Reduction
3. Hiring and Employment
4. Treatment and Recovery Support



Source: <https://www.dol.gov/agencies/eta/RRW-hub/Toolkit>



# Benefits of Alcohol-Optional Workplace Events

- Eliminates pressure to drink
- Promotes mental health and recovery
- Creates opportunities for social connection
- Recognizes personal impact
- Fosters inclusion and belonging
- Prioritizes safety on and off the job
- Reduces liability risk

Source: <https://cfma.org/articles/promoting-a-recovery-ready-workplace-by-de-emphasizing-alcohol-at-company-gatherings>



# The Snowball: 3-Minute Short Film



[www.thesnowball.org](http://www.thesnowball.org)



# World Premiere: Stronger than the Silence: The Road to Recovery Begins with a Voice



May 7 / 12:00 PM ET / Live on Zoom



## Registration:

[https://us06web.zoom.us/webinar/register/WN\\_zrdyeZEbTfK3tzGwb4xmlg#/registration](https://us06web.zoom.us/webinar/register/WN_zrdyeZEbTfK3tzGwb4xmlg#/registration)



# Key Takeaways for Recovery Culture

Recognize reality that alcohol use is affecting your organization

Galvanize leadership support to address issues and educate managers and supervisors

Intentionally reduce stigma and embrace language and culture of recovery

Evaluate services available through Employee Assistance Program (EAP) & Health Benefits Program

Tap into resources from state or local governments or nonprofits to join an existing RFW initiative

Provide annual training for all employees on substance use prevention and recovery to promote help seeking

Connect with local community-based recovery organizations for certified peer support specialists



PAGE

## SAFE Locator: Treatment, Family Support, & Recovery Housing

Choose the type of help that you or your loved one are looking for.



### Treatment Centers

Facilities that typically provide clinical and counseling services.



### Family Support

Find programs, support, and services you need as a family member or friend.



### Recovery Housing

Designated housing environments to support people in recovery.

[www.safeproject.us/locator](http://www.safeproject.us/locator)

# Questions & Answers

# Contact Information



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