



2021 Annual ELC Conference

June 29, 2021

# Nurturing Mental Wellness in the Construction Industry

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CSDZ, A Holmes Murphy Company

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*Shining Light on*  
**MENTAL HEALTH AND SUICIDE PREVENTION**




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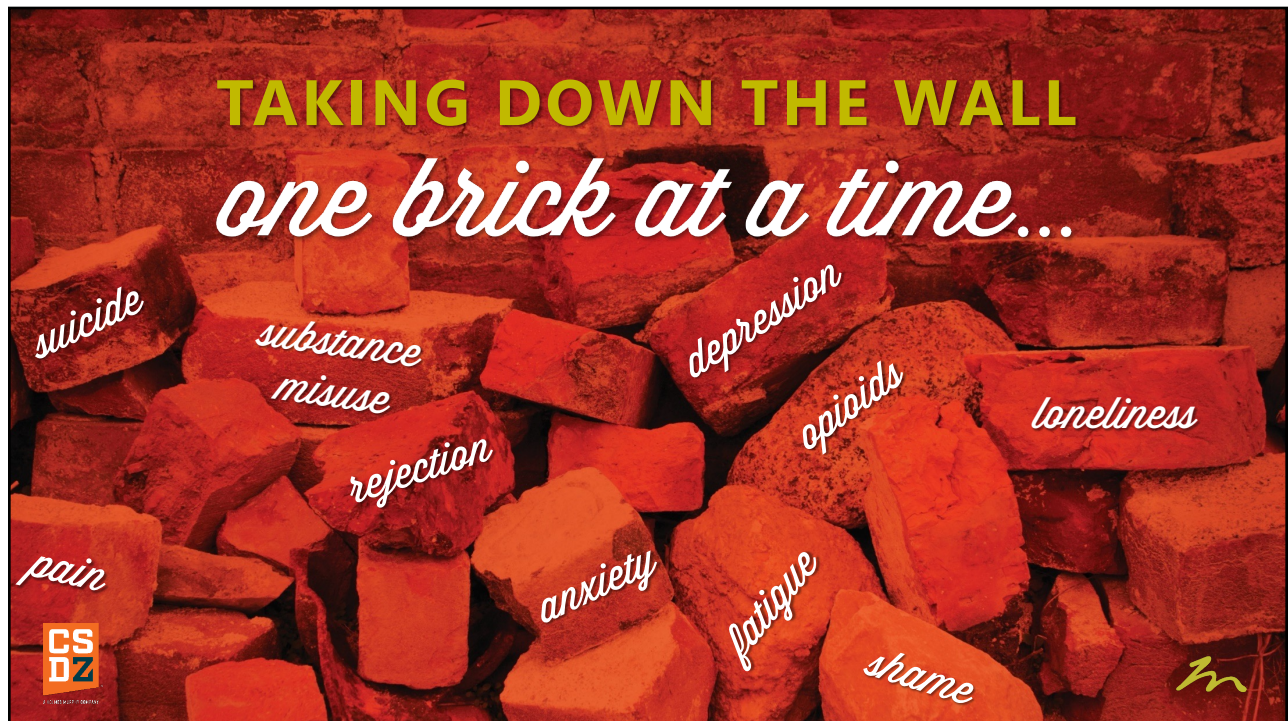
# Invisible Crisis in Construction



## Pandemic and 2020 Unrest: A “Perfect Storm”

1. WORSENING MENTAL HEALTH – ISOLATION, STRESS, ANXIETY & DEPRESSION
2. FINANCIAL PRESSURES
3. WORKPLACE INJURIES & CHRONIC PAIN
4. SUBSTANCE MISUSE
5. SUBSTANCE USE DISORDERS – RISK OF RELAPSE LEADING TO OVERDOSES
6. POST-TRAUMATIC STRESS FROM TRAUMATIC EXPERIENCES AND INJURIES
7. SUICIDE RISK


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## MY EXPERIENCE & JOURNEY



- FAMILY
- NEIGHBORHOOD
- WORKPLACE – HIGH SCHOOL AND COLLEGE
- CAREER
- INDUSTRY – POST 9/11 & HURRICANE KATRINA
- NATIONAL ACTION ALLIANCE FOR SUICIDE PREVENTION
- CATALYZED MOVEMENT – BECAME CIASP
- CSDZ/HMA/ICS



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## PROFESSIONAL CAUSE TO PERSONAL MISSION

- *“MAKE YOUR VOICE A LITTLE LOUDER...”*
- **REALLY UNDERSTOOD EMOTIONAL MASKS**
- **DECLARED WAR ON SUICIDE**



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## Large Group Activity: USA Hotlines



**CRISIS TEXT LINE |**

Text HELP or  
CONNECT to:  
741-741



Spanish: Press 2  
or call Nacional de Prevención del Suicidio  
[1-888-628-9454](tel:1-888-628-9454)

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## Rates for Trades Vary | Top 9



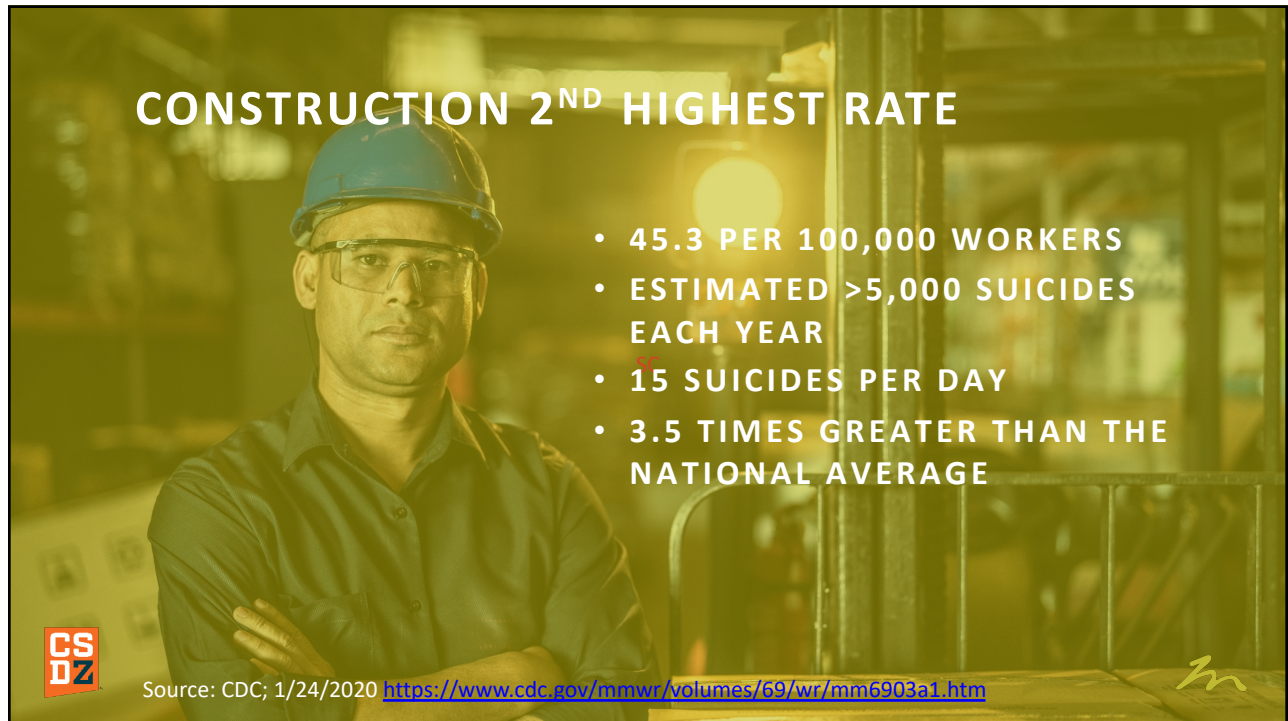
1. Ironworkers = 79
2. Millwrights = 78.7
3. Brick/Block masons = 67.6
4. Roofers = 65.2
5. Laborers = 62
6. Carpenters = 54.7
7. Equipment Operators = 52.8
8. Construction Managers = 45.7
9. Electricians = 44 AND trades first-line supervisors = 44

Source: CDC; 1/24/2020; <https://www.cdc.gov/mmwr/volumes/69/wr/mm6903a1.htm>

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## CONSTRUCTION 2<sup>ND</sup> HIGHEST RATE


- 45.3 PER 100,000 WORKERS
- ESTIMATED >5,000 SUICIDES EACH YEAR
- 15 SUICIDES PER DAY
- 3.5 TIMES GREATER THAN THE NATIONAL AVERAGE

Source: CDC; 1/24/2020 <https://www.cdc.gov/mmwr/volumes/69/wr/mm6903a1.htm>

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## RISK OF PRESENTEEISM

*THE PRACTICE OF COMING TO WORK DESPITE ILLNESS, INJURY, ANXIETY, IMPAIRMENT, AND ANY OTHER DISTRACTIONS THAT RESULTS IN REDUCED PRODUCTIVITY -- OR WORSE*



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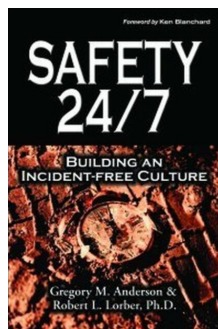
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## Impacts of Presenteeism

- Distractions: loss of attention and focus
- Increasing “near hits”
- Rising risk of Serious Injuries and Fatalities (SIFs)
- Quality defects leading to rework
- Slowed productivity resulting in:
  - Increased labor costs and profit fade (overtime)
  - Schedule delays
  - Sequence challenges

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## SAFETY & WELLBEING DOESN'T STOP WHEN WORKERS GO HOME



- Company safety messaging
- “Work, home & play”
- Personal responsibility
- Crew accountability

Companies focus on getting everyone home safe at the end of their shift.

**Shift focus to get people *back to work safe from home***



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**Estamos todos juntos en esto.**  
Y juntos, podemos eliminar el estigma en la salud mental.

**ESTÉ PENDIENTE DE LAS SIGUIENTES SEÑALES DE ADVERTENCIA:**

- Aumento de impuntualidad y ausentismo
- Disminución de productividad
- Disminución de autoestima
- Aislamiento de los compañeros
- Agitación y aumento de conflicto con compañeros de trabajo
- Disminución en la capacidad de resolver problemas
- Abuso de sustancias legales e ilícitas
- Apunto de accidentarse, tener incidentes y sufrir lesiones
- Aumento de sentimientos de agobio

Estadísticamente los trabajadores de construcción tienen más riesgo de tener problemas de salud mental que cualquier otra profesión. Si usted o alguien que usted conoce se siente deprimido o tiene comportamientos suicidas, usted no está solo. Hay otras personas en nuestra industria que se sienten igual, y lo que es más importante, hay otras personas que lo pueden ayudar. Si necesita ayuda urgente, por favor contacte inmediatamente a la Nacional Suicide Prevention Lifeline (Línea de Vida Nacional para la Prevención del Suicidio).

**CONSTRUYENDO UNA INDUSTRIA CON CERO SUICIDIOS.**  
AJUDOS EN LA LUCHA PARA LA PREVENCIÓN DEL SUICIDIO Y PROMOCIÓN DE SALUD MENTAL.



**NATIONAL SUICIDE PREVENTION LIFELINE**  
1-800-273-TALK (8255)  
[suicidepreventionlifeline.org](http://suicidepreventionlifeline.org)

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# AGC of America Culture of Care

## C

COMMIT

## A

ATTRACT

## R

RETAIN

## E

EMPOWER



Source: <https://buildculture.org/>

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# 2 Tuff 2 Talk Website

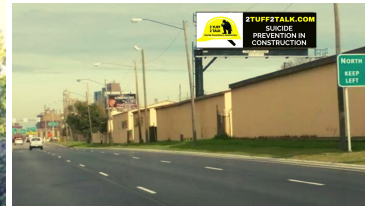


- Joint labor-management initiative
- Modeled after Construction Industry Alliance for Suicide Prevention
- AGC of Northwest OH initiated (Joshua Hughes)
  - Greg Burkhart (Safety) & Laura Jenkins (Marketing)
- Construction Employers Association joined efforts (Tim Linville)
  - Kent Crytzer (Safety) & Courtney Smyser (Education/Events)

<https://2tuff2talk.com/>



# 2 Tuff 2 Talk Billboard Mock-Ups

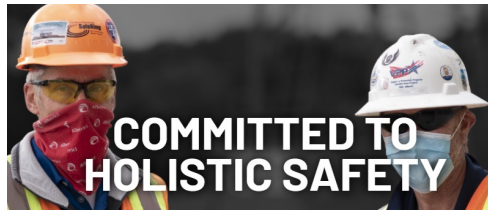




# 2021 Construction Safety Week 2021



**BE PRESENT. BE FOCUSED. BE SAFE.**



Source: <https://www.constructionsafetyweek.com/>



## Panel Discussion

1. Tom Cuculich – Chicagoland AGC
2. Michael Gifford – AGC of Colorado
3. Bob Petrucelli – AGC of Massachusetts
4. Len Toenjes – AGC of Missouri



## Selected Other AGC Chapters Involved in Mental Wellbeing & Suicide Prevention

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## Selected Chapters with Web Resources



1. AGC of Alaska
2. AGC of Connecticut
3. AGC of Massachusetts
4. AGG of Missouri
5. AGC of Northwest Ohio & Construction Employers Association – 2 Tuff 2 Talk
6. AGC of Ohio
7. ACG of Washington
8. Chicagoland AGC
9. General Building Contractors Association
10. Master Builders of Western Pennsylvania

**Please excuse any unintentional omissions and please share activities undertaken by your Chapters.**

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## Selected Chapters with Presentations, Publications and/or Stand-Downs



- |  |   |
|--|---|
| <ol style="list-style-type: none"> <li>1. AGC of Alaska – presentation &amp; article</li> <li>2. AGC of California – 2 presentations</li> <li>3. AGC of Colorado – presentations to 3 different committees plus article</li> <li>4. AGC of Connecticut -- opioid stand-down &amp; article</li> <li>5. AGC of Kansas City – Town Hall presentation</li> <li>6. AGC of Massachusetts – opioid stand-down &amp; presentation</li> <li>7. AGC of Minnesota – presentation &amp; article</li> <li>8. AGC of Missouri – presentations &amp; forum</li> <li>9. AGC of North Dakota -- presentation</li> <li>10. AGC of Northwest OH – multiple presentations</li> <li>11. AGC of Ohio – coordinated OH OSHA presentation</li> </ol> | <ol style="list-style-type: none"> <li>1. AGC of Oregon-Columbia – multiple presentations</li> <li>2. AGC of Utah – multiple presentations on multiple topics</li> <li>3. AGC of Washington – multiple presentations &amp; safety forums</li> <li>4. AGC of Wisconsin – presentation</li> <li>5. AGC of Wyoming – presentation &amp; article</li> <li>6. Chicagoland AGC – presentation/Summit</li> <li>7. Construction Employers Association (Cleveland) – presentation &amp; podcast</li> <li>8. Master Builders of Western Pennsylvania – presentation</li> <li>9. Montana Contractors Association -- presentation</li> <li>10. Nevada Contractors Association – multiple presentations</li> <li>11. TEXO -- presentation</li> </ol> |
|--|---|

**Please excuse any unintentional omissions and please share activities undertaken by your Chapters.**



## Questions?



# Contact Information



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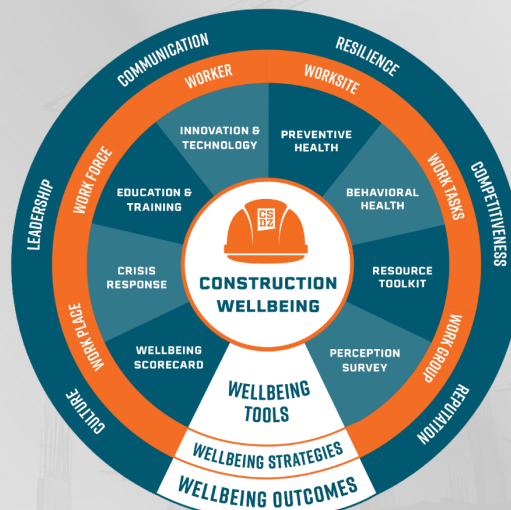
<https://www.csdz.com/service/worker-wellbeing-and-suicide-prevention/>  
<https://www.csdz.com/service/construction-wellbeing-model/>

## CSDZ Worker Wellbeing Model

integrated model consists of wellbeing tools, strategies, and outcomes.

Focuses on six strategic areas of construction wellbeing:

- ✓ Workplace
- ✓ Workforce
- ✓ Worker
- ✓ Worksite
- ✓ Work Tasks
- ✓ Work Group



Source: <https://www.csdz.com/service/construction-wellbeing-model/>

# NEW WHITEPAPER

## BUILDING A CARING CULTURE: *Addressing Mental Health In The Workplace*



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