

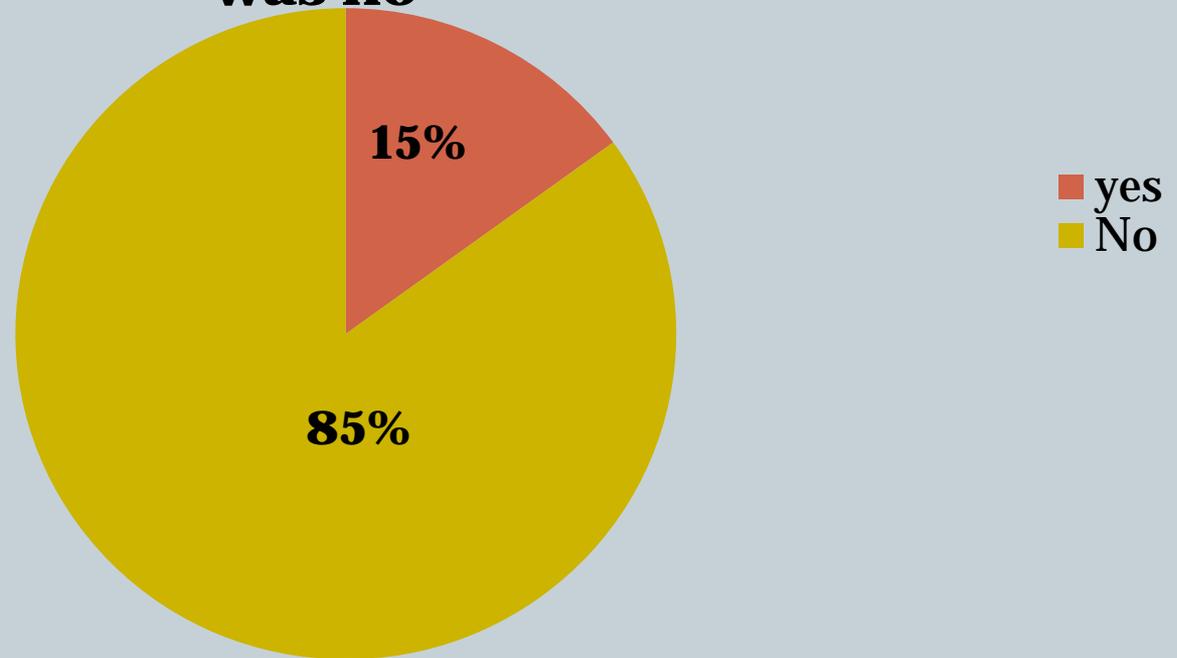
Opioid Abuse Creates Safety Hazards on the Work Site



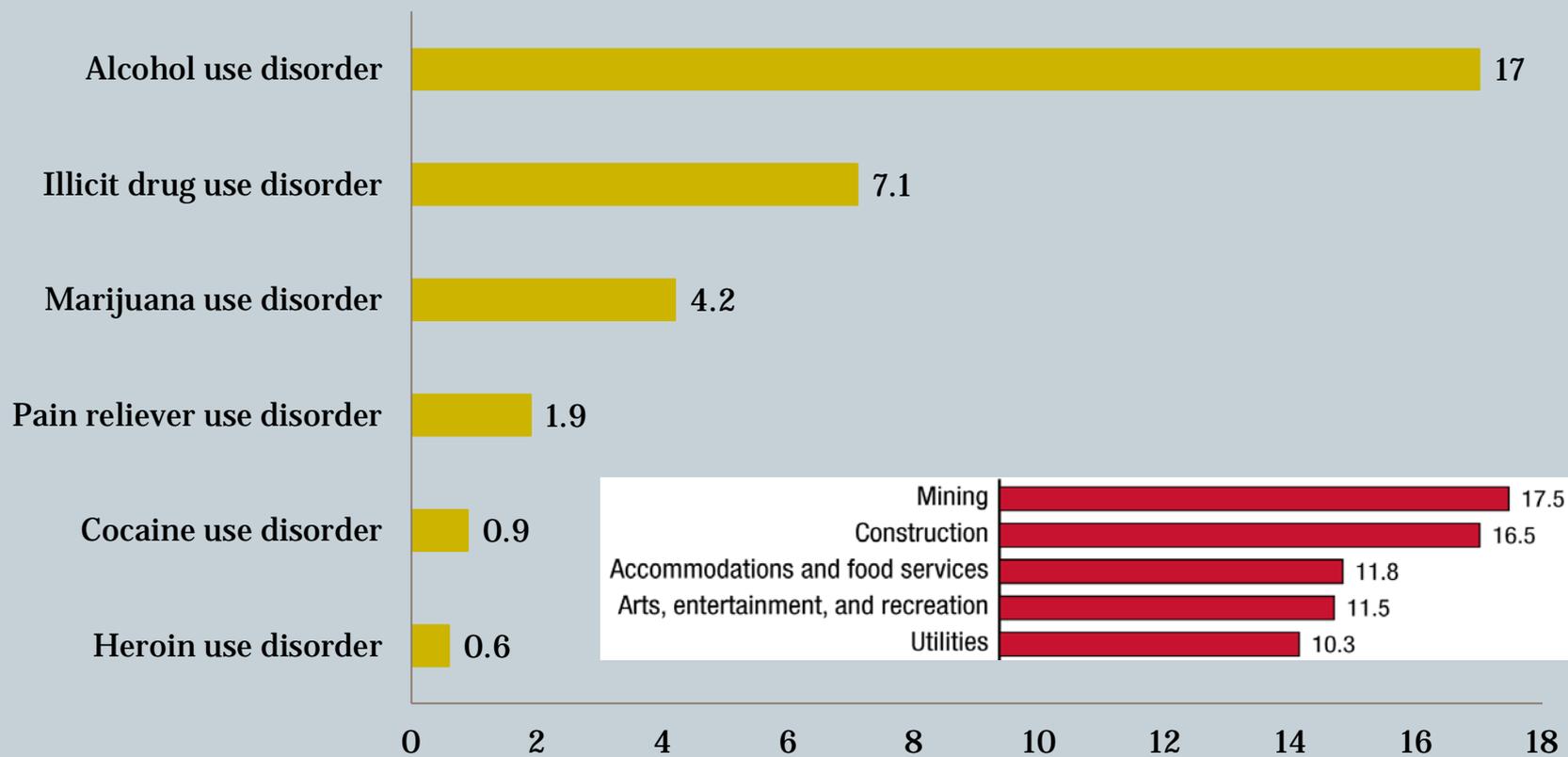
What can a Members Assistance Program do for you?



When 847 construction workers were asked if they felt their employer was doing enough for them to address lifestyle issues, the answer was no



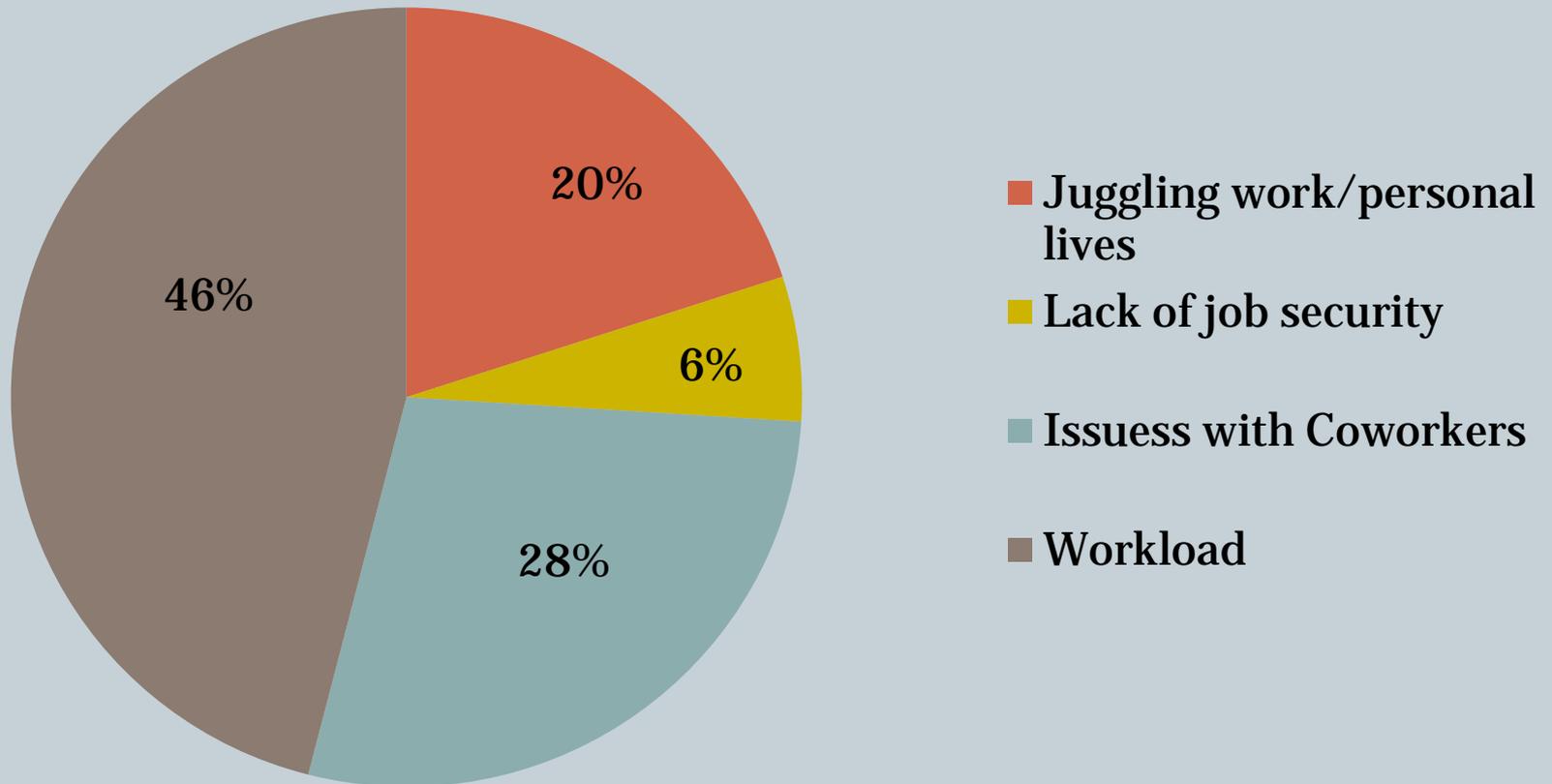
Alcohol Dependence is Most Commonly Reported Disorder



The Most Stressful Factors of Jobs



Percentage



Behavioral Health & Workplace Statistics



- One million U.S. employees miss work each day due to workplace stress
- Productivity losses related to personal and family health problems cost U.S. Employers \$1,685 per employee each year, \$225.8 Billion annually
- 62% of workers said that their workload has increased over the past six months and that they had not used all of their allotted vacation time in the past year

The Message is in the Survey



- 686 participants felt that the best way to deal with stress was by talking with a coworker or a peer support person.

Employer Advantages of a Peer Program



- Increased productivity
- Increased longevity with the company (less training costs)
- Reduced complaints with management
- Reduced disciplinary problems
- Increased job stability
- Increased attitude of appreciation at work
- Union members will recommend these programs to others

MAP vs. EAP



- **Members Assistance Programs (MAP)** are peer based internal assistance programs founded by Union Members who recognized the disconnect between labor and management when dealing with life conflicts.
- MAP is not a replacement for the external Employee Assistance Programs (EAP)
- Trained representatives who provide confidential help to union members in need (peers).
 - MAP members specialize in
 - Substance Abuse Disorders
 - Stress
 - Domestic Issues
 - Gambling Problems
 - Legal Issues
 - Conflict Resolution
 - Grief
 - Financial Burdens
 - Dealing with change

Why the Change?

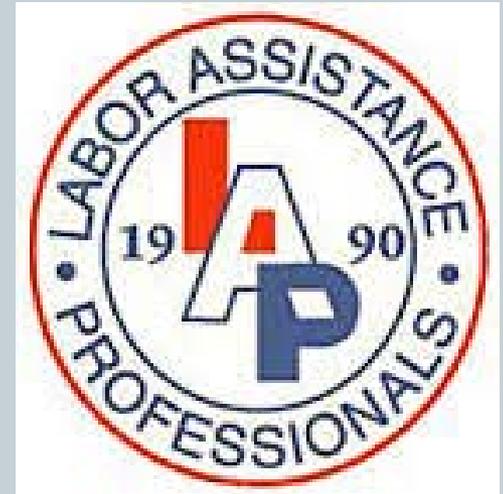


- The traditional approach was limiting our participants who were in need of immediate services
- Options were out of the control of the participant
- Support surrounding entrance and exit from care was minimal
- Workplace support system was ineffective
- We needed to ask ourselves, were we doing enough for our members suffering with impacting lifestyle issues?

What is LAP



- Labor Assistance Professionals is a peer based assistance program, founded in 1990 by a group of union members who became aware of the disconnect between union members, professional addiction treatment, and the workplace.



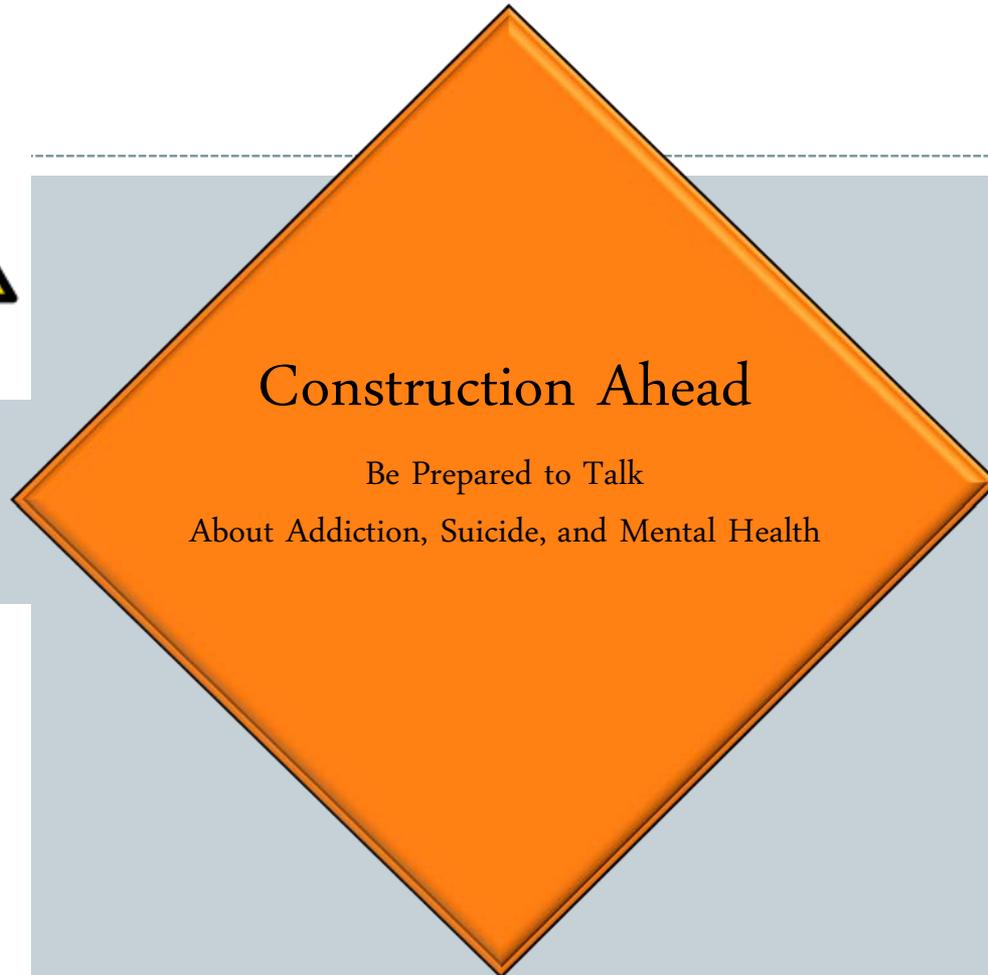
Focus Four: Time to Add A New Focus?



Falls
38.8%



Struck-By
9.6%



Construction Ahead

Be Prepared to Talk
About Addiction, Suicide, and Mental Health



Caught-In or -Between
7.2%



Electrocution
8.6%

Suicide



Suicide is the
10th
leading cause of death in
the US

Suicide costs the
US \$51 Billion
annually

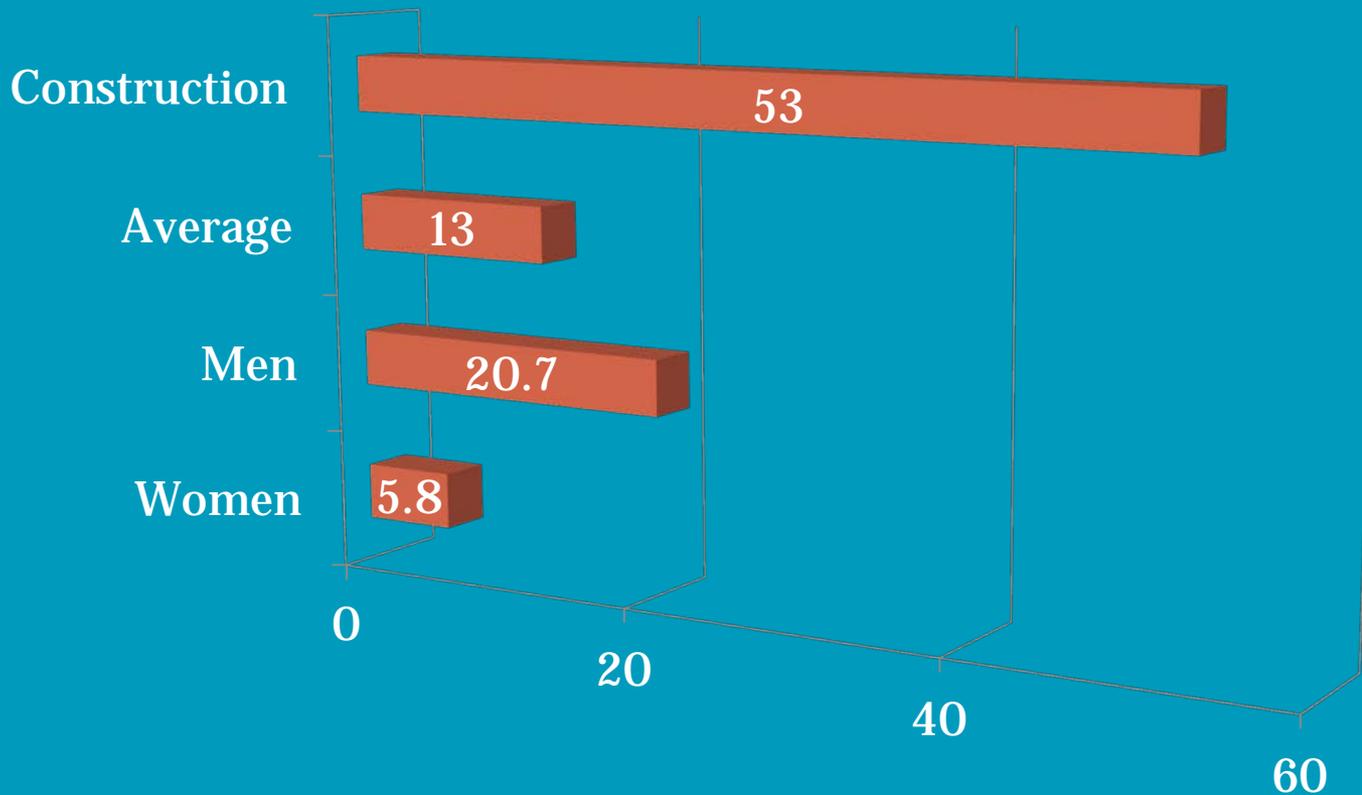
For every suicide,
25 attempt

Each year
44,193
Americans die by suicide

Suicides 2015



Rates Per 100,000



Human Costs – Time to Re-Focus?



- 2015

- 44,193 Deaths by Suicide Overall

- ✦ 4836 “OSHA related” deaths in all industries
- ✦ 985 “OSHA related” deaths (falls, caught in between, struck by, electrocutions, collectively known as the Focus Four) in construction
- ✦ 4300 Suicides in Construction