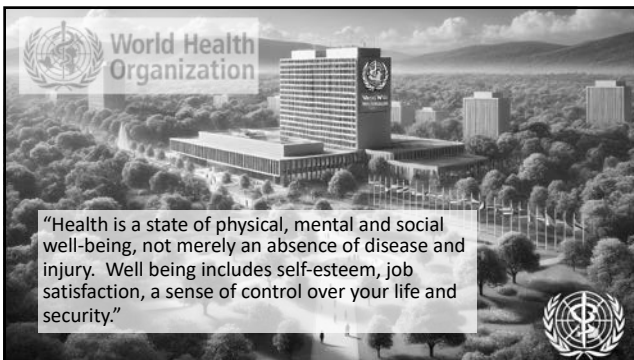


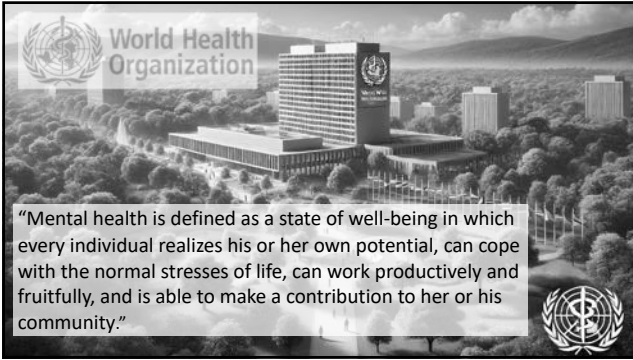
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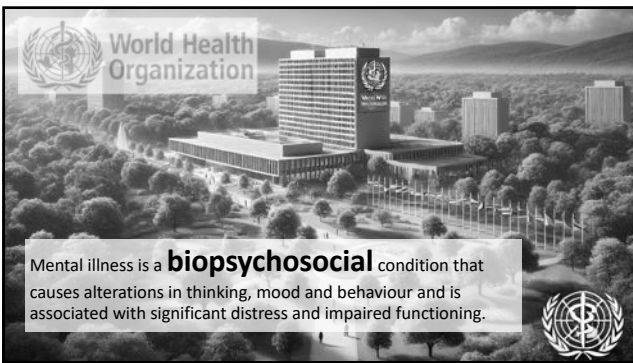
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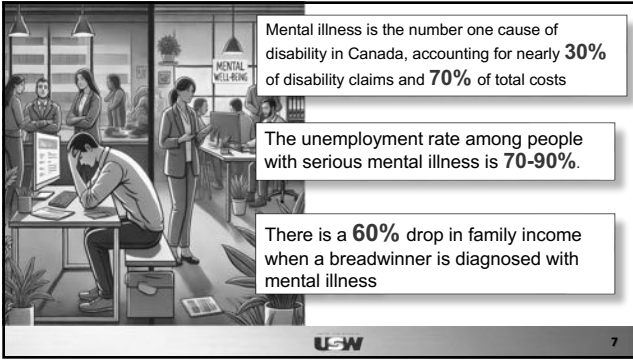
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6

An illustration of an office environment. In the foreground, a person is sitting at a desk, looking down with a distressed expression. In the background, other office workers are visible at their desks. A sign on the wall reads "MENTAL WELL-BEING".

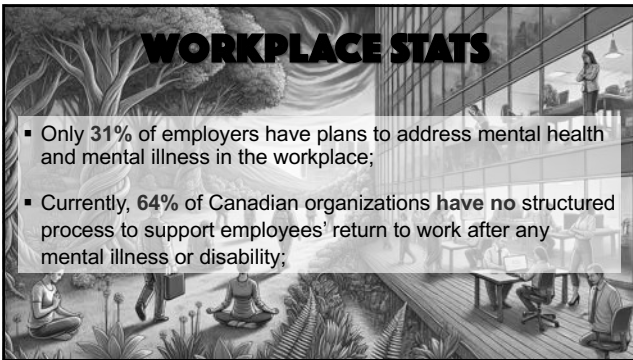
Mental illness is the number one cause of disability in Canada, accounting for nearly **30%** of disability claims and **70%** of total costs

The unemployment rate among people with serious mental illness is **70-90%**.

There is a **60%** drop in family income when a breadwinner is diagnosed with mental illness

USW 7

7

A graphic titled "WORKPLACE STATS" featuring a background of a forest on the left and an office on the right. The text is overlaid on a semi-transparent box.

WORKPLACE STATS

- Only 31% of employers have plans to address mental health and mental illness in the workplace;
- Currently, 64% of Canadian organizations have no structured process to support employees' return to work after any mental illness or disability;

8

A black and white illustration of a starry night sky with a galaxy. In the foreground, two silhouetted figures are sitting on a hill, looking up at the stars.

"Mental illness is the final frontier of socially-acceptable discrimination."

9



10

WHY MENTAL HEALTH ISSUES ARE OFTEN HIDDEN IN THE WORKPLACE

WEAKNESS
SHAME
SHAME
SHAME
SOCIETY

Fear:

- ✓ Of losing employer's respect
- ✓ Of losing one's job
- ✓ Of not being promoted
- ✓ Of being isolated or shamed by co-workers and colleagues
- ✓ Of asking for accommodation
- ✓ That long-term career goals may be affected
- ✓ Of admitting to an illness

11

Myth

People with mental health issues are violent and dangerous

Truth

People who experience a mental health issue are no more violent than people without a mental health issue. They are far more likely to be the victims of violence than to be violent themselves

UAW 12

12

Myth

People don't recover from mental health issues.

Truth

People can and do recover from mental health issues.

There are many different kinds of treatments, services, and supports that can help.

Even when people experience mental health issues that last for a long time, they can learn how to manage their symptoms so they can get back to their goals.

U-W 13

13

Myth

People who experience mental health issues can't work

Truth

Mental health issues don't mean that someone is no longer capable of working.

Some people benefit from changes at work to support their goals, but many people work with few supports from their employer.

Most people who experience serious mental illnesses want to work but face systemic barriers to finding and keeping meaningful employment

U-W 14

14

Myth

People who experience mental illnesses are weak and can't handle stress.

Truth

Stress impacts health, but this is true for everyone.

People who experience mental illnesses may actually be better at managing stress than people who haven't experienced mental illnesses.

Many people who experience mental health issues learn skills like stress management and problem-solving so they can take care of stress before it affects health.

This is a sign of strength, not weakness.

U-W 15

15

Myth	Truth
Mental health issues are caused by a personal weakness	<p>A mental health issue is not a character flaw</p> <p>It has nothing to do with being weak or lacking will-power.</p> <p>Although people with mental health issues can play a big part in their own recovery, they did not choose to become ill, and they are not lazy because they cannot just "snap out of it"</p>

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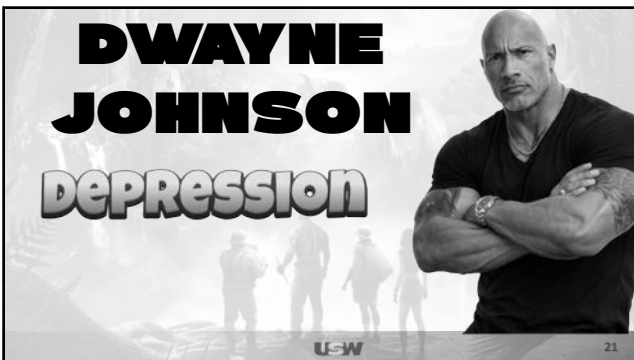
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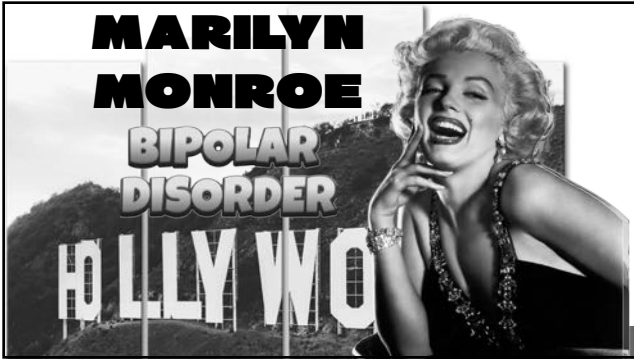
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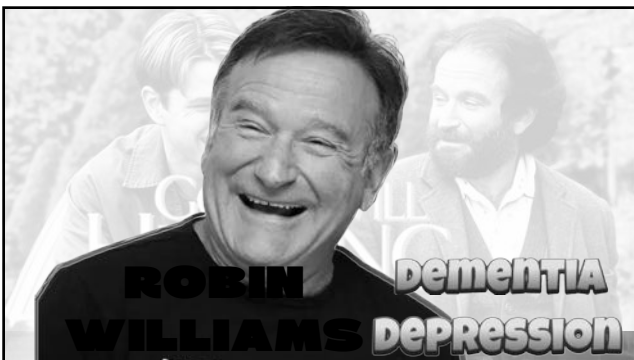
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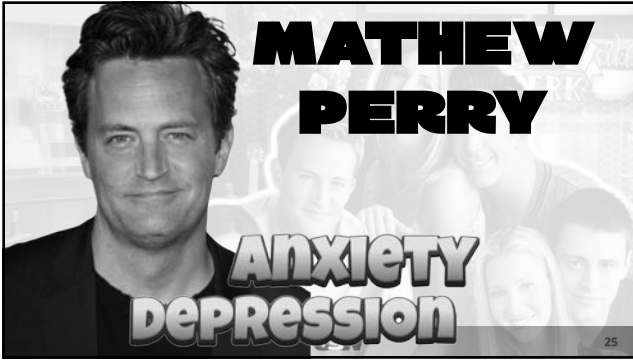
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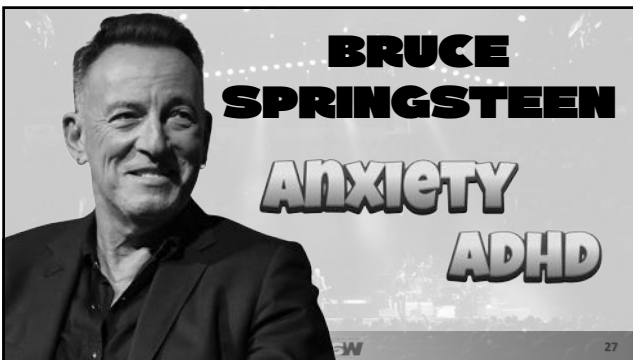
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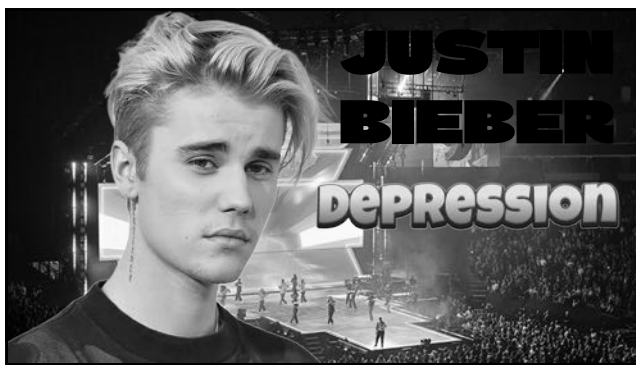
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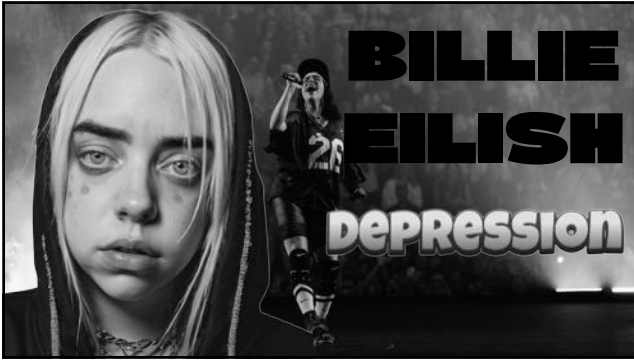
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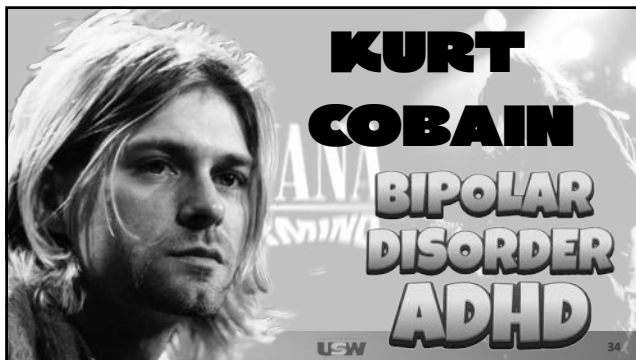
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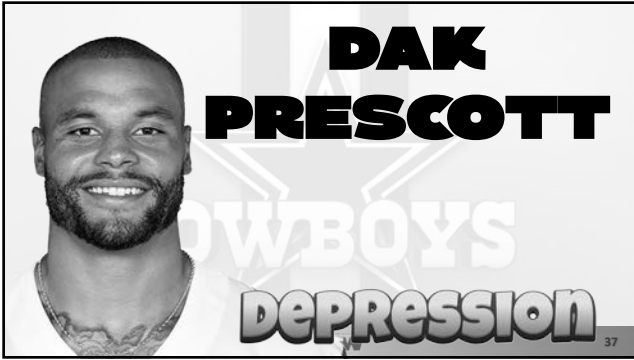
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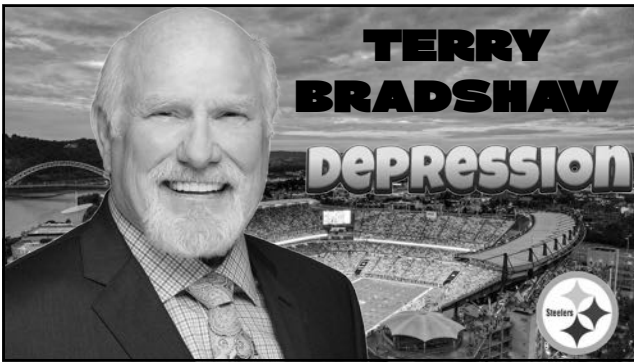
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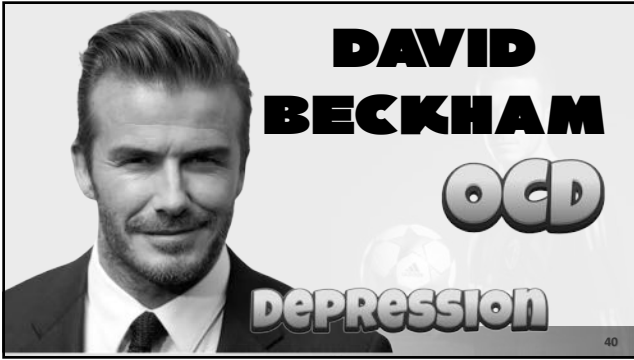
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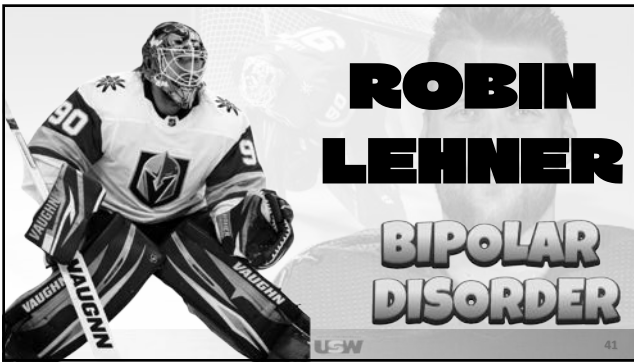
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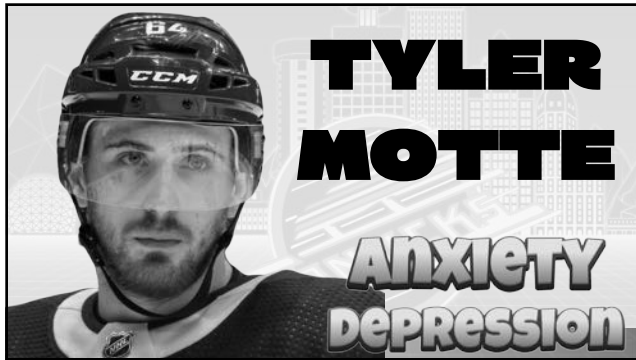
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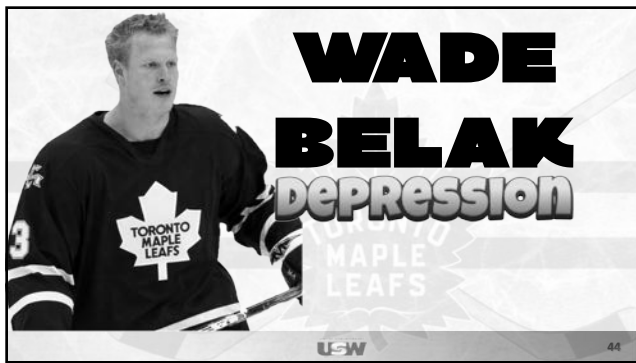
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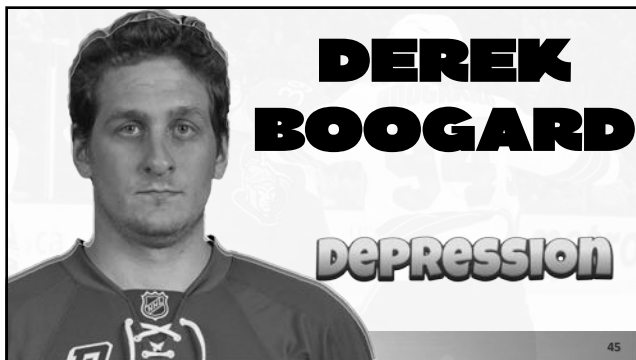
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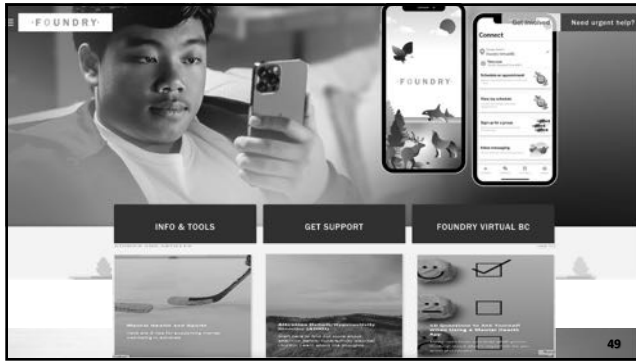


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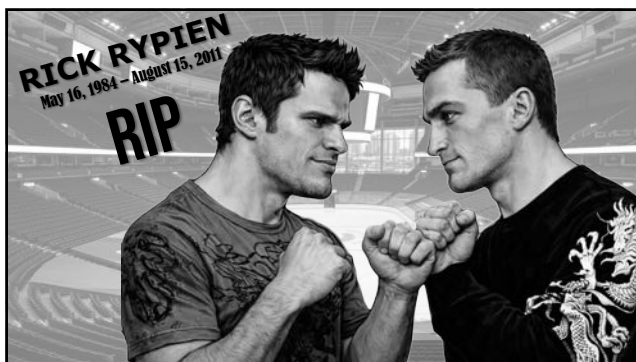
- Richard Joseph "Rick" Rypien (May 16, 1984 – August 15, 2011)
- six seasons with the Vancouver Canucks.
- four years with the Regina Pats of the Western Hockey League,
- he was signed by Manitoba Moose in 2005.
- The following season, he signed with the Canucks.
- Following the 2010–11 NHL season, Rypien signed with the Winnipeg Jets, but died before joining his new team.
- His death was preceded by a history of clinical depression, which included two personal leaves of absence from the Canucks during his career.
- A fourth-line player in the NHL, he was known for his hitting and fighting abilities.
- Struggling with clinical depression throughout his career, Rypien's mental health was eventually made known to the Vancouver Canucks organization during their 2008 training camp;
- Canucks defenceman Kevin Bieksa was the first Rypien confided in regarding his depression.
- During his leave of absence in 2008–09, Rypien disappeared.
- Bieksa met with Manitoba Moose general manager Craig Heisinger, with whom Rypien had a close personal relationship, in Edmonton and drove to Rypien's Alberta home in search of him.
- Upon finding Rypien, Bieksa brought him back to Vancouver to live with his family



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51

BARRIERS TO EMPLOYMENT

- **Stigmatization** of persons with mental health issues is a significant barrier
- The **complex nature** of mental health issues is often a barrier in itself
- The **episodic nature** of mental health issues , with their remissions and relapses, may result in a barrier
- The **medications** used to treat mental health issues often have side effects that do not directly affect the ability to work, but that may need accommodation.

52

New CSA Standard Z1003-13

USW 53

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13 PSYCHOLOGICAL FACTORS

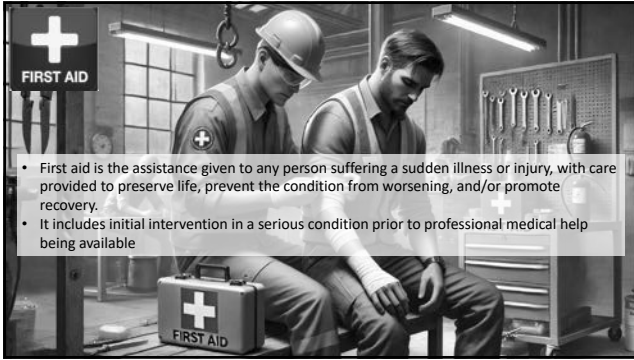
- PF1 – Psychological Support
- PF2 – Organizational Culture
- PF3 – Clear leadership & Expectations
- PF4 – Civility & Respect
- PF5 – Psychological Competencies & Requirements
- PF6 – Growth & Development
- PF7 – Recognition & Reward
- PF8 – Involvement & Influence
- PF9 – Workload Management
- PF10 – Engagement
- PF11 – Balance
- PF12 – Psychological Protection
- PF13 – Protection of Physical Safety

The 13 Psychosocial Factors are areas of fundamental psychosocial risk.

The factors are interrelated and influence one another. Positive or negative changes in one factor are likely to change other factors in a similar manner.

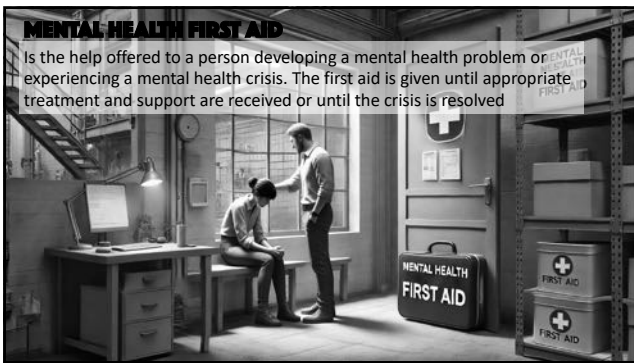
USW 54

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- First aid is the assistance given to any person suffering a sudden illness or injury, with care provided to preserve life, prevent the condition from worsening, and/or promote recovery.
- It includes initial intervention in a serious condition prior to professional medical help being available

55




MENTAL HEALTH FIRST AID
 Is the help offered to a person developing a mental health problem or experiencing a mental health crisis. The first aid is given until appropriate treatment and support are received or until the crisis is resolved

56



- MENTAL HEALTH FIRST AID**
- The program does not teach people how to be therapists. It does teach people how to:
 - Recognize the signs and symptoms of mental health problems.
 - Provide initial help.
 - Guide a person towards appropriate professional help.
- MHFA aims to**
- Preserve life where a person may be a danger to themselves or others.
 - Provide help to prevent the mental health problem from developing into a more serious situation.
 - Promote the recovery of good mental health.
 - Provide comfort to a person experiencing a mental health problem

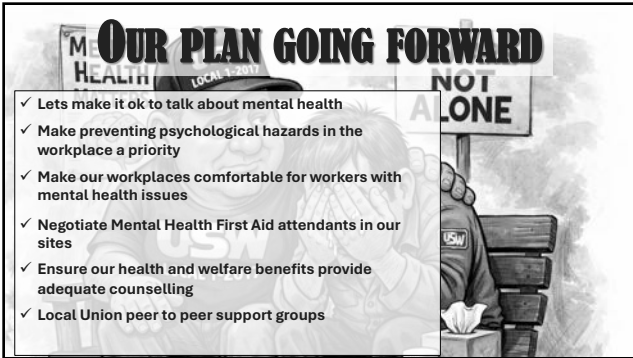
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THE 5 BASIC ACTIONS

- A**pproach, assess and assist with any crisis
- L**isten non-judgmentally
- G**ive support and information
- E**ncourage appropriate professional help
- E**ncourage other supports

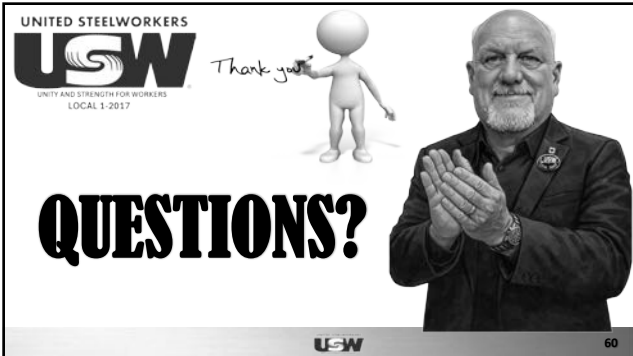
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OUR PLAN GOING FORWARD

- ✓ Lets make it ok to talk about mental health
- ✓ Make preventing psychological hazards in the workplace a priority
- ✓ Make our workplaces comfortable for workers with mental health issues
- ✓ Negotiate Mental Health First Aid attendants in our sites
- ✓ Ensure our health and welfare benefits provide adequate counselling
- ✓ Local Union peer to peer support groups

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UNITED STEELWORKERS
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UNITY AND STRENGTH FOR WORKERS
LOCAL 1-2017

Thank you

QUESTIONS?

USW 60

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62



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We are an International Union
