



# Safety News

Dedicated to ensuring the safest and healthiest working environment for our members

Fall 2022 | Issue 24

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**Our Vision**

The United Association and its local unions will apply its best practices and resources to build the best educated and safest workforce in all sectors of the piping industry.

## Message from Jennifer Massey Health, Safety and Environmental Administrator



Dear Brothers and Sisters:

What an amazing year it has been so far for the UA, and based on projected work, we are planning for and looking forward to so much more. In this newsletter, we're focusing on what it means to have a culture of caring—one where we take care of ourselves and look after one another. In addition to respecting each individual's value, we must keep creating workplaces that build people up, personally and professionally. We must be our brothers' and sisters' keepers. Fortunately for us who are connected through the UA, we have a community where we prioritize this.

It's good to be committed to our jobs if we balance that with maintaining our health and well-being. It's essential to take time for ourselves, our families, and our brothers and sisters who depend on us to show up at work and home. In this issue, we're revisiting suicide prevention, along with insights on wellness and mental health, topics that significantly impact our industry. What strategies do you and your team employ to help address these tough topics? I would like to hear about them; reach me at [jmassey@uanet.org](mailto:jmassey@uanet.org).

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I want to share a personal experience as a reminder to us all. Recently, my best friend and safety colleague unexpectedly passed away due to a personal medical condition. He was 46 years old, and although not a UA member, he dedicated his entire career to protecting the workforce. Each day he inspired me to be a better human and safety professional than I was the day before. He was appreciated and loved by many. I dedicate this issue to him and to anyone you have lost and hold in your own hearts. ■



## Membership Has Meaning

A Message from General President Mark McManus



For 133 years, United Association members have stood side-by-side with our fellow brothers and sisters to improve our great union and create a culture where everyone is welcome and has opportunities to succeed. But there's always more we can do. We must continue striving to create a future for our brothers and sisters where everyone, regardless of circumstance, can embrace what it means to be a United Association member. Whether you're a brand-new apprentice or a retiree who's seen it all, we expect you'll do your part to look out for one another. At the end of the day, we're one union made stronger by our many members.

## SAFETY AT WORK



## Building a Healthy Company Culture

Safety on the job typically brings to mind practices like training, correct tool use, and wearing PPE—all of which are extremely important. But there are other significant aspects to safety that fall in the subtler categories of mental, emotional, and physical health. As safety managers and educators, we need to incorporate them into our policies, training, and company culture.

The burdens in our professional and personal lives don't require much introduction: performance expectations, industry competition, health concerns, children and childcare issues, economic realities, relationships, and everything else swirling inside our heads and hearts. Employees bring all of this with them to the job daily, affecting how they work and interact with others. A healthy workplace culture can help them feel valued; it does not generate more fuel for stress.

Many companies and labor organizations have committed to looking deeper into what's good about their culture and what could use some work to create an inclusive workplace. Advancing diversity improves safety, productivity, and worker retention, which is good for the company and for individuals. This initiative is not a quick, easy, or one-time fix honest evaluation and culture change takes time, effort, and conviction. Yet, the results are key to employee well-being and organizational success. There are some very manageable steps to help you get started.

### Commit to a positive culture

Improvement comes from commitment. An organization, or an individual, has to decide to make positive changes and then plan out how. Start with a public statement, ideally from management, that the company expects its workplace to be free from harassment, hazing, and bullying. Define what this looks like and the consequences of non-compliance. Align yourself with other organizations that are doing the same. (Click on the Jobsite Culture Pledge below for a readable PDF.)

### JOBSITE CULTURE PLEDGE

The Safe from Hate Jobsite Culture Pledge calls on all industry stakeholders in the construction industry to advance diversity, equity, and inclusion by clearly addressing jobsite culture.

Because prevalent racism and sexism continue to create hostile work environments, impact retention of a skilled workforce, and disproportionately harm women, Black, Indigenous and other people of color (BIPOC), the Safe from Hate Jobsite Culture Pledge outlines a specific set of actions the undersigned organizations will take to cultivate a respectful workplace, safe from hate, racism, sexism, discrimination, harassment, and bullying, where all workers are safe, respected and have dignity at work and in the construction industry.

All the signatories serve as leaders of their organizations and have committed to implementing the following pledge within their institutions and realm of influence. Where companies have already implemented one or more of the commitments, the undersigned commit to support other industry leaders in doing the same.

As leaders of some of the region's largest construction employers, unions, trade associations, and community-based organizations, we engage with and manage thousands of workers and play a critical role in ensuring that diversity, equity, and inclusion are core to construction culture and that our organizations are representative of the communities we serve. Moreover, we know that positive jobsite culture is good. For our industry's bottom line: it minimizes work stoppages and lost time, improves performance, supports safety protocols, enhances employee engagement, supports retention of a skilled workforce, increases health and wellness of workers, and increases overall productivity.

Simply put, organizations with a positive jobsite culture perform better.

We recognize that diversity, equity, and inclusion are multi-faceted issues and that we need to tackle these subjects holistically to better engage and support all our workers in the industry, and those who have been historically excluded and marginalized. For us, this means committing to four initial goals that will catalyze further conversation and action around a positive jobsite culture within the workplace and our industry, as well as foster collaboration among our organizations:

#### We will enforce a zero-tolerance policy:

As employers, we will work with our labor partners, subcontractors, and other stake holders, to enforce a zero-tolerance policy, which we define as holding accountable any employee who instigates, supports, or fails to report any jobsite incidents. Recognizing that while we are all responsible for ensuring equity in our industry, apprentices have the least power, and women and BIPOC trades workers are most vulnerable to retaliation, so it is it is to those in leadership to be accountable. We recognize that, as industry leaders, we need to set the expectation that any hostile behavior will not be tolerated. We will do this by:

communicating clear protocols and enforcing real consequences, including possible removal of any relevant employees, and prompt and thorough investigations that could lead to suspension and termination, as aligned with any applicable collective bargaining agreements, and policies and state and federal laws.

#### We will implement and expand positive jobsite culture education on all our jobsites:

We will adopt and implement proven jobsite culture trainings. All partners committing to this pledge agree to implement the adopted positive jobsite culture training with all current employees and/or union members within six months of signing this pledge, especially prioritizing leadership within their organization.

#### ADDITIONAL MEASURES INCLUDE:

- All trade employees, specifically supervisory and management, journey level craft persons and apprentices shall receive the positive jobsite culture education as part of their orientation process, but no later than within one week of their hire date.
  - Apprentices will receive training within one month of their enrollment date.
  - Unions will provide journeyworker "refresh" trainings.
  - Pre-Apprenticeship Training Programs will provide training to program participants in their training models.
  - Employees will receive ongoing training or "refreshers" at least annually.
- By working together, we can create the critical mass across trades and companies, thereby normalizing the complete intolerance of hostility and bullying in construction and creating a safe, healthy, and inclusive industry where all are welcome and safe from hate.

#### We will continue to work with our community partners to support and recruit diverse talent:

We recognize the value of increasing the diversity of our employees and in keeping the industry in line with current demographic trends. This is critical to remain competitive, innovative, and relevant in the market. We will continue to deepen our connections to community workforce partners and pre-apprenticeship training programs, ensuring increased training, hiring and retention of its constituents.

#### We will cultivate retention and leadership development efforts:

Each of our organizations recognizes the high cost of workforce turnover, yet we know that these figures have not improved and remain troubling. To really change the industry, we must address the lack of diversity in leadership positions. We will commit to strategies that ensure stability and career pathway growth for historically underrepresented people, including formalized mentoring efforts and improving quality training for BIPOC workers and women. Furthermore, we will commit to making professional opportunities into leadership positions available to BIPOC and women. While the efforts will not do it all, we commit to tracking our performance and holding each other accountable to improved progress. We recognize that every organization is in a different place, but we must start somewhere. A focus is to commit to a specific Diversity, Equity, and Inclusion Plan within our organization within six months after signing, which is ready to share with the community.

While these four commitments are not the complete answer, we believe they are important, concrete steps toward building safer and more productive workplaces. We hope our list of signatories will grow, and we invite other construction industry leaders to join us. Let us come together to make good on the inherent promise that all our people should be able to bring their best selves to work and unleash their full potential. By working together within our industry, we can cultivate meaningful and critical change.

### Define terms and communicate expectations

Before outlining acceptable jobsite or office behavior and attitudes, it's helpful to lay the foundation by explaining the terminology related to an inclusive culture.

- **Diversity** refers to the unique characteristics of an individual or group. These characteristics can be inherent (such as ability, age, ethnicity/race, gender, nationality, religious background, sexual orientation, geographic location, and socio-economic status) or acquired (such as education, experience, skills, perspectives, and beliefs).
- **Inclusion** means incorporating diversity into everyday life, at work, or elsewhere. It happens when policies, procedures, practices, and attitudes create a work environment where an individual's ideas, experiences, and perspectives are valued and respected.
- **Harassment, hazing, and bullying** all refer to behavior or personal conduct that does not respect others and results in emotional or physical damage. *Harassment* encompasses conduct that is unwelcome and offensive to another person and is directed at inherent characteristics as outlined above. It can be verbal, physical, or sexual. *Hazing* is an initiation process that includes intentional embarrassment, harassment, or ridicule and leads to emotional, mental, or physical harm. *Bullying* happens when someone repeatedly misuses verbal, social, or physical power against another person to cause emotional, psychological, or physical damage.

It is most effective for organizations to look at these and other behaviors specific to their culture and personalize communications to define what is expected and unacceptable. Be clear about what will happen to those who don't comply.

### Provide tools and ongoing training

Inclusive behavior could be more intuitive, and it takes practice. Some best practices include:

- Include diversity training during onboarding for all new hires.
- Offer Toolbox Talks for all employees.
- Incorporate diversity, equity and inclusion (DEI) topics in leadership training.
- Conduct frequent policy reviews and conversations in staff meetings or small groups.
- Rotate who initiates and leads meetings.
- Call out employees who actively seek new ideas from a range of people.
- Encourage all employees to understand their diversity and the value it contributes.

Here's one source of HR best practices and jobsite resources on a range of DEI topics:

<https://www.agcwa.com/hr-and-jobsite-tools/>

### Empower individual action

Every person contributes to the workplace culture, adds value, and deserves respect. Everyone must drive change in their attitudes, influence others, or even prevent harmful actions in real-time. Silence perpetuates negative actions; speaking out against disrespect or destructive behavior changes its course. Help employees gain skills in healthy confrontations when they witness harassment or bullying. Recommend other techniques as well, like a distraction or asking for help. Creating an inclusive culture helps everyone feel more comfortable, confident in sharing new ideas, and empowered to stop harassment, hazing, bullying, threats, and intimidation.

### Recruit and support diverse talent

From a United Association perspective, employee diversity increases the talent available to employers and keeps the industry aligned with demographic trends. There is also subjective value in building a team with varied experience and ideas that can lead to innovative energy and productivity. Employers can improve retention and performance by actively promoting an accepting culture that offers a real opportunity for growth and advancement.

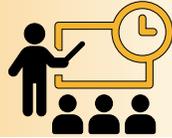
### It's a matter of health and safety.

Inclusion is a feeling of belonging. Workers valued, respected, and encouraged to participate fully in their organization are happier, perform better, and have fewer accidents. Inclusion creates a safer, more productive work environment for everyone, which can also help increase profitability. For a deeper look into one organization's analysis of the bottom-line benefits of a diverse and inclusive company culture, read [AGC of America's Business Case for Diversity & Inclusion in the Construction Industry](#).

### A culture that works

It takes time and focused effort to change a culture, and it requires champions at every level of the organization to repeatedly and consistently demonstrate the preferred words and actions. The reward is happier, healthier people who stay around to deliver quality work day after day. ■

**TRAINING**



**2023 OSHA Outreach Training**

**OSHA 510 Course 2150  
OSHA Standards for the Construction Industry**

February 6-10, 2023 .....	10:00 am - 4:30 pm Online (Zoom)
May 8-12, 2023.....	8:00 am - 5:00 pm GLRTC, Ann Arbor, Michigan
July 24-27, 2023 .....	10:00 am - 4:30 pm Online (Zoom)
October 2-6, 2023.....	8:00 am - 5:00 pm GLRTC, Ann Arbor, Michigan

**OSHA 500 Course 2151  
Trainer Course for the Construction Industry**

March 6-10, 2023 .....	10:00 am - 4:30 pm Online (Zoom)
June 12-16, 2023.....	8:00 am - 5:00 pm GLRTC, Ann Arbor, Michigan
September 11-15, 2023 .....	10:00 am - 4:30 pm Online (Zoom)
November 6-10, 2023 .....	8:00 am - 5:00 pm GLRTC, Ann Arbor, Michigan

**OSHA 502 Course 2152  
Update for Construction Industry Outreach Trainers**

January 9-12, 2023 .....	10:00 am - 4:30 pm Online (Zoom)
April 3-6, 2023.....	10:00 am - 4:30 pm Online (Zoom)
July 11-13, 2023 .....	8:00 am - 5:00 pm GLRTC, Ann Arbor, Michigan
September 11-14, 2023 .....	10:00 am - 4:30 pm Online (Zoom)
November 6-9, 2023 .....	10:00 am - 4:30 pm Online (Zoom)

**OSHA 502 Course 2154  
Safe Bolting**

February 20-21, 2023 .....	7:00 am - 5:30 pm LU597, Mokena, Illinois
May 22-23, 2023.....	7:00 am - 5:30 pm LU597, Mokena, Illinois
August 21-22, 2023 .....	7:00 am - 5:30 pm LU597, Mokena, Illinois
October 2-3, 2023.....	7:00 am - 5:30 pm LU597, Mokena, Illinois

**HEALTH AT WORK**



**U.S. Surgeon General Prioritizes  
Workplace Mental Health in Report**

*The website offers extensive resources for organizations.*

Going to work can be very good for mental health—it gives people purpose, a sense of community, and an income. Most companies strive to help employees stay healthy and safe on the job and off. But the pandemic and economic concerns have added more stress and complexity to our lives. Depression and anxiety are on the rise, notably in the construction industry.

**In recent studies:**

- Seventy-six percent of American workers reported at least one symptom of a mental health condition.
- Eighty-four percent of respondents said their workplace conditions had contributed to at least one mental health challenge.
- Eighty-one percent of workers reported that they would be looking for workplaces in the future that support mental health.

This trend has yet to escape notice by the Office of the U.S. Surgeon General, which recently released a report that articulates the situation and outlines a path forward for employers. When introducing the report and new initiative, U.S. Surgeon General Vivek Murthy said, "... we have an opportunity and the power to make workplaces engines for mental health and well-being. It will require organizations to re-think how they protect workers from harm, foster a sense of connection among workers, show workers that they matter, make space for their lives outside work, and support their growth. It will be worth it because the benefits will accrue for workers and organizations alike."

**We can work to fix this together.**

The 30-page Surgeon General's Framework for Workplace Mental Health and Well-Being offers a foundation that workplaces can build upon, with resources that define the issues, provide tools for implementing change in thoughtful and methodical ways, and show examples of successful practices at actual companies. While the highest management level can make significant changes, safety and training organizations can do some things right now.

**Five Essentials for Workplace Mental Health & Well-Being**

Centered on the worker voice and equity, these five Essentials support workplaces as engines of well-being. Each Essential is grounded in two human needs, shared across industries and roles.



**Components**

Creating a plan with all workers to enact these components can help reimagine workplaces as engines of well-being.

**Protection from Harm**

- Prioritize workplace physical and psychological safety
- Enable adequate rest
- Normalize and support mental health
- Operationalize DEIA\* norms, policies, and programs

**Connection & Community**

- Create cultures of inclusion and belonging
- Cultivate trusted relationships
- Foster collaboration and teamwork

**Work-Life Harmony**

- Provide more autonomy over how work is done
- Make schedules as flexible and predictable as possible
- Increase access to paid leave
- Respect boundaries between work and non-work time

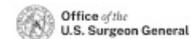
**Mattering at Work**

- Provide a living wage
- Engage workers in workplace decisions
- Build a culture of gratitude and recognition
- Connect individual work with organizational mission

**Opportunity for Growth**

- Offer quality training, education, and mentoring
- Foster clear, equitable pathways for career advancement
- Ensure relevant, reciprocal feedback

\*Diversity, Equity, Inclusion & Accessibility



[Download the Framework document.](#)

[Explore the resources page.](#)

**Leveraging the Union way**

Labor movements in the U.S. and Canada have driven change before, advocating for workers’ rights that are standards now through laws that protect civil rights, workers with disabilities, and workplace health and safety, and through negotiated benefits such as health care, wages, and paid leave. These have established a ground floor of worker protection. Still, employers can do more to create an environment that supports workers’ voices, abilities, backgrounds, and total well-being, including mental health.

While mental health is increasingly being integrated into workplace safety, health, and wellness programs, organizations can make a cultural shift to treat mental health on par with physical health. We must let employees know that getting help and treatment for all illnesses, including mental health issues, is acceptable.

Stress from heavy workloads, long hours, low wages, unpredictable schedules, dangerous working conditions, and hostile emotional environments affects workers personally. But it fans out to impact coworkers and the company as a whole. Companies must realize that the cost of ignoring it becomes a moral imperative for workers and their families and an organizational reality that impacts productivity, the bottom line, and the economy. ■

**“A healthy workforce is the foundation for thriving organizations and healthier communities.”**

*Vivek Murthy, U.S. Surgeon General*

## Suicide: Let's Talk About It

It's likely that you or someone you care about has been impacted by mental health issues or suicide at some point in your life. Sadly, suicide is even more prevalent among men in the construction industry than any other in the U.S., at a rate of 53.2 per 100,000 workers. That rate is four times above the national average and five times greater than all other construction fatalities combined. Comparable statistics in Canada are not readily available, but there's reason to expect they would be similar. In our industry, preventing suicide and supporting mental health must be a priority.

### Understanding Construction Culture and Mental Health

The statistics are shocking, but looking at some characteristics of the industry can provide insight into what might be contributing factors. Why are construction workers at higher risk for suicide?

- "Tough worker" culture feeds mental health stigmas
- Seasonal work and economic fluctuations lead to unsteady employment
- Chronic pain caused by manual labor
- Stress from time constraints, poor working conditions

Feeling connected to others is crucial for people experiencing anxiety, depression, or suicidal thoughts. The COVID-19 crisis heightened feelings of isolation. Reaching out to those who have become disconnected can be a lifesaving act. But it's challenging to do. The UA is helping our members learn about and act to prevent suicide. Our priorities are education, mental health assistance, and crisis resources.

### Member Assistance Programs

The UA VIP program recently created a Member Assistance Program called VIP MAP. The program seeks to raise awareness about suicide prevention and mental health, and it demonstrates the power of peer support throughout the UA and the construction industry.

UA Canada offers members and their families free, confidential support to help with work, health, and life challenges. Members can visit [www.workhealthlife.com](http://www.workhealthlife.com) or call 1.833.778.2627 24/7 for assistance. For more information on the UA Canada National Wellness Program, call 1.866.238.3013.

### Training Courses

The UA's Education and Training Department recently introduced courses that seek to break the stigma surrounding mental health and suicide by providing practical tools workers can apply in the workplace.

*Introduction to Peer Support Skills and Mental Health Literacy (Course 2171)*, taught by Dr. Sally Spencer-Thomas, PsyD, and Eduardo Vega, MPsy, generated much interest, especial-

ly for a first-time course. This course content has already had an impact. Local 7, Albany, NY, Training Coordinator Seth Madden said, "I learned a lot from you and Eduardo and a lot about myself. I explained your course to a few of our VIP fifth-year apprentices, and they've already reached out to some of our newer VIP apprentices for a peer support group to help them transition from military to construction. So, less than five days after your course ended, it's already making a difference in Local 7's apprenticeship program!"

*Veterans in Apprenticeship (Course 9007)*, taught by Sean Ellis, delves into post-traumatic stress disorder (PTSD) and traumatic brain injury (TBI). The course provides resources to assist members suffering from one of these conditions.

Watch our course calendars to see what will be offered in the future.

For additional leadership and supervisory training:

[QPR Institute](#)

[Applied Suicide Intervention Skills Training](#)

[University of Colorado VitalCog](#)

### Jobsite resources

The UA has prepared Tool Box Talks to help supervisors and managers practice difficult conversations, including suicide intervention and prevention. For practice conversation scripts, Talks, and other resources, such as Coping Cards, email [Training@uavip.org](mailto:Training@uavip.org).

### Online resources—U.S.

[Construction Industry Alliance for Suicide Prevention](#)

[Suicide Prevention Resource Center](#)

[American Association of Suicidology](#)

[American Foundation for Suicide Prevention](#)

[Center for Workplace Mental Health](#)

[Man Therapy](#)

[Mental Health America](#)

[National Alliance on Mental Health](#)

[National Institute of Mental Health](#)

[Suicide Awareness Voices of Education](#)

### Online resources—Canada

**Crisis Centre:** find a [local Crisis Centre](#).

**Canadian Association for Suicide Prevention:** In addition to a "Get Help" button on the home page, this site has a wide range of educational resources to help those in distress and those who care about them. If someone calls you in distress while you're at work, there is even a page that will help you through that situation.

**Talk Suicide:** You can click a "Get Help" button from the home page to find help for yourself or others on the spot. The clearly written and accessible site also has excellent information on Understanding Suicide topics ranging from facts and myths to helpful language and statistics.

[Kids Help Phone](#): The home page is kid/teen friendly, with a button for "I Need Help Now" and other crisis support, counseling, and skill-building choices.

[Hope for Wellness Helpline](#): This site offers options to talk by phone or through online chat along with other information.

### Emergency resources

If someone is struggling, here are some ways to help them get the immediate help they need.

**In dire emergencies, call 9-1-1** in the U.S. and Canada.

**NEW** in the U.S. as of July 2022 specifically for suicide support: call 9-8-8.

Find a wealth of information on the [9-8-8 website](#).

Canada is on track to have a three-digit suicide prevention hotline by 2023.

### Additional U.S. numbers

**Disaster Distress Helpline:** 1-800-985-5990

TTY 1-800-846-8517

Text: TalkWithUs (English) or Hablanos (Español) to 66746



**CRISIS TEXT LINE |**

**Text HELLO to 741741**  
Free, 24/7, Confidential

### Additional Canadian numbers

**Talk Suicide Canada:** 1-833-456-4566

text 45645 (4:00 pm-midnight)

**Hope for Wellness helpline:** 1-855-242-3310

1-866-APPELLE

(Quebec residents)

### Get comfortable being uncomfortable.

We encourage all UA members to engage their organizations and the wider construction industry in learning how to prevent suicide and helping to break the code of silence surrounding mental health. The UA Education and Training Department is working on implementing courses and other services related to mental health and peer support, both regionally and at ITP, to expand our prevention efforts nationwide. Join us! ■

## Information from Partner Organizations



## Mental Health Awareness and Suicide Prevention

*By Raffi Elchemmas, Executive Director Safety, Health, and Risk Management*

Construction is a difficult, high-stress profession and has one of the highest rates of suicide in the nation. This month, the Mechanical Contractors Association of America (MCAA) has joined forces with the National Electrical Contractors Association, the Sheet Metal and Air Conditioning Contractors' National Association, and the Association of Union Contractors to acknowledge those affected by suicide. The collaboration helps raise awareness about mental health and connects

individuals with treatment services. The four trade associations are united to fix this problem and in shining a light on the importance of your mental health. We have produced a chip that features the new suicide and crisis prevention number—988—and we are making them widely available to get the word out.

Our goal is to provide our members and the people they know with a resource where they can get help. We want to spread the message, “It’s okay not to be okay.” It’s time for the construction industry to change to a culture that encourages, not discourages, and has members who will speak up when they have a problem. Not all injuries are visible. Not all trauma is evident—your mental health matters.

To request a set of chips, please email your mailing address and desired chip quantity to [raffi@mcaa.org](mailto:raffi@mcaa.org).

Find more information on the new 988 Suicide & Crisis Lifeline at [988lifeline.org](http://988lifeline.org). ■

## Safety Awareness Dates for Your Calendar

November is Movember in [Canada](#) and the [U.S.](#)  
**November 19**, [International Survivors of Suicide Loss Day](#)  
**January 17-19**, [MCAA 2023 Safety Conference, San Diego, CA](#)

**U.S.**  
**November 6-13**, [Drowsy Driving Prevention Week](#)  
**November 17**, [Great American Smokeout](#)  
**December 5-9**, [National Influenza Vaccination Week](#)  
**December 14-January 1**, [Holiday Safe Driving Campaign](#)

**Canada**  
**November**, [Lung Cancer Awareness Month](#)  
**November 20-26**, [National Addictions Awareness Week](#)



### MCAA 2023 Safety Conference: 20 Years of Safety Excellence

You're invited to join us in San Diego, January 17-19, 2023

The Mechanical Contractors Association of America (MCAA) is excited to open registration for our 20th annual Safety Conference, the 2023 installment of the country's longest-running skilled trade safety conference. You can choose from over 50 hours of training and education, including three incredible keynote speeches on **Safety Leadership, Mental Health, and Safety Management**. This year's conference will also include a special 20th-anniversary celebration at PETCO Park, hosted by MCAA's Board of Directors.

New this year, we will offer more time with exhibitors for you to discover the latest in safety product innovations and technology breakthroughs. You'll also have opportunities to learn valuable information on key topics such as upcoming OSHA regulations and hazard research. For those interested in taking their safety certifications to the next level, there will be a **Certified Safety Professional (CSP) prep course**.

#### Register now at [MCAA.org](http://MCAA.org)

[Registration](#) is open to our partners at the United Association.

#### Apply for Conference Grants Now!

If financial considerations are preventing you from attending the UA/MCAA Safety Conference in San Diego, January 17-19, 2023, you now have options. ITF has some funding available for UA instructors. To be eligible, applicants must show proof of a current OSHA 500 credential. Grants will be a total of \$5,500 per instructor which includes \$895 for the conference registration fee. Find information about the grants and how to apply at <https://itf.uanet.org> under Resources – ITF Special Grant Guidelines.

#### Have questions or need assistance?

Contact us at [eventregistration@mcaa.org](mailto:eventregistration@mcaa.org) or 301-869-5800.