

ATLAS EXCAVATING, INC.

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PROMOTING EMPLOYEE MENTAL HEALTH

Most employers have probably figured out that an emotionally healthy workforce is one that has lower health care costs, lower absenteeism and higher productivity and a better safety record on the jobsite! However what many employers fail to understand is how to identify poor mental health within their workforce, and once identified, how to make a mentally unhealthy workforce cope more effectively. Atlas wants a healthy workforce both physically and mentally to ensure that our projects are running as smoothly and safely as possible. The bottom line is that we care about how our employees are doing.

A few warning sign to look for:

- ❖ Extreme or rapid changes in attitude or mood.
- ❖ Persistent sad, anxious or empty mood.
- ❖ Extreme irritability and distractibility-this one is extremely important. Our projects need our full attention to the tasks we are performing every day! If someone is distracted for even a minute, an accident could occur!
- ❖ Feeling of hopelessness or pessimism.
- ❖ Feeling of guilt, worthlessness or helplessness.
- ❖ Loss of interest or pleasure in ordinary activities.
- ❖ Decreased or increased energy, feeling of fatigue or restlessness.
- ❖ Difficulty concentrating or making decisions.
- ❖ Changes in appetite or weight.
- ❖ Excessive high or euphoric feeling.
- ❖ Abuse of drugs or alcohol.
- ❖ Reckless behavior-this has no place on an Atlas project. Again, most accidents and injuries are avoidable. If you witness reckless behavior or an "I don't care what happens to me" attitude, call it to someone's attention right away. Many times the person or person hurt in these cases are NOT the ones displaying the reckless behavior.

Often employees will not admit to having difficulties and it may actually be a co-worker who notices first. If you notice any of the above behavior please report it to a supervisor. If a supervisor is displaying the above behavior, report it to your project manager. It is not the goal of anyone at Atlas for someone to get into trouble because they are having some difficulties of this kind. The goal is to keep all of you healthy and happy to come to work everyday and ready to go home to your families in the evening in the same way!

Atlas Excavating, Inc. has several resources available to our employees to help aid in the day to day stress of living life, raising a family and staying productive on our projects. Also, through your Union memberships, there are resources available for assistance along these lines. Don't hesitate to ask!