



Spring 2022 Symposium: Connecting Research and Practice

A Labor-Management Organization's Approach to Total Worker Health®

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Who We Are



**Joint Labor-Management Fund
LIUNA and Signatory
Employers**

Program Divisions

- **Occupational Safety & Health**
- **Health Promotion**

**Funded through
Health and Welfare Funds
or Collective Bargaining
Agreements**

**Professional
and Highly
Qualified Staff**

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The TWH approach seeks to improve the well-being of the U.S. workforce by protecting their safety and enhancing their health and productivity.



LABORERS'
HEALTH & SAFETY FUND OF NORTH AMERICA

THE POWER TO PROTECT

Total Worker Health[®] **Affiliate Program**



The mission of the NIOSH Total Worker Health (TWH) Affiliate Program is to advance worker safety, health, and well-being through non-funded collaborations with governmental and nonprofit organizations, including labor, education, training and research organizations.

Examples of activities:

- Engage in joint research
- Develop TWH programs and interventions
- Collaborate on seminars, meetings, trainings, and educational events
- Create and disseminate publications and other communication products
- Cross-promote individual and joint activities

Issues Relevant to Advancing Worker Well-Being Using *Total Worker Health*® Approaches

Prevention and Control of Hazards and Exposures

- Biological Agents
- Chemicals
- Ergonomic Factors
- Physical Agents
- Psychosocial Factors
- Risk Assessment and Management

Built Environment Supports

- Accessible and Affordable Health Enhancing Options
- Clean and Equipped Breakrooms, Restrooms, and Lactation Facilities
- Healthy Workspace Design and Environment
- Inclusive and Universal Design
- Safe and Secure Facilities

Community Supports

- Access to Safe Green Spaces and Pathways
- Healthy Community Design
- Safe and Clean Environment (Air and Water Quality, Noise Levels, Tobacco-Free)
- Safe, Healthy, and Affordable Housing Options
- Transportation and Commuting Assistance

Compensation and Benefits

- Adequate Wages and Prevention of Wage Theft
- Affordable, Comprehensive, and Confidential Healthcare Services
- Chronic Disease Prevention and Management Programs
- Continual Learning, Training, and (Re-)Skill Training Opportunities
- Disability Insurance (Short- and Long-Term)
- Employee Assistance and Substance Use Disorder Programs
- Equitable Pay, Performance Appraisals, and Promotions
- Minimum Guaranteed Hours
- Paid Time Off (Sick, Vacation, Caregiving, Parental)
- Prevention of Healthcare Cost Shifting to Workers
- Retirement Planning and Benefits
- Work-Life Programs
- Workers' Compensation Benefits

Healthy Leadership

- Collaborative and Participatory Environment
- Corporate Social Responsibility
- Responsible Business Decision-Making
- Supportive Managers, Supervisors, and Executives
- Training
- Worker Recognition, Appreciation, and Respect

Organization of Work

- Adequate Breaks
- Comprehensive Resources
- Fatigue, Burnout, Loneliness, and Stress Prevention
- Job Quality and Quantity
- Meaningful and Engaging Work
- Safe Staffing
- Work Intensification Prevention
- Work-Life Fit

Policies

- Elimination of Bullying, Violence, Harassment, and Discrimination
- Equal Employment Opportunity
- Family and Medical Leave
- Human and Natural Resource Sustainability
- Information Privacy
- Judicious Monitoring of Workers and Biomonitoring Practices
- Optimizing Function and Return-to-Work
- Prevention of Stressful Job Monitoring Practices
- Reasonable Accommodations
- Transparent Reporting Practices
- Whistleblower Protection
- Worker Well-Being Centered
- Workplace Supported Recovery Programs

Technology

- Artificial Intelligence
- Robotics
- Sensors

Work Arrangements

- Contracting and Subcontracting
- Free-Lance
- Global and Multinational
- Multi-Employer
- Non-Standard
- Organizational Restructuring, Downsizing, and Mergers
- Precarious and Contingent
- Small- and Medium-Sized Employers
- Temporary
- Unemployment and Underemployment
- Virtual

Workforce Demographics

- Diversity and Inclusivity
- Multigenerational
- Productive Aging across Lifecourse
- Vulnerable Workers
- Workers with Disabilities



“Embracing a comprehensive approach such as TWH can help demonstrate leadership commitment from both labor and management to improving worker safety and health at all levels of an organization.”

-LHSFNA Co-Chairmen

Benefit of Unions



- To strive for improvements at the place where people spend a large portion of their waking hours, work.
- The freedom of workers to join together in unions and negotiate with employers (in a process known as collective bargaining) is widely recognized as a fundamental human right across the globe.
- Reduce inequality.
- Are essential for low- and middle-wage workers' ability to obtain a fair share of economic growth.
- Help close wage gaps for minority workers.
- Help close the wage gap for women.
- Improve the health and safety practices of workplaces.

The Union Advantage



- Unions and their contractors provide health care benefits (and pension benefits) through joint labor management health and welfare funds.
- These funds provide contractors with a long term incentive to address chronic health conditions, both on the job and off.

- ## THE POWER TO PROTECT

Program integration as a priority for both Labor and Management



- Many workers are interested in health issues
- Workers' compensation medical expenses are rising
- Current health care costs keep increasing dramatically
- Many workers are at increased risk for chronic health problems
- Unions often have the structure for communication, research and organization, and they have the respect of members
 - In some cases, just having the union stamp of approval has been enough to improve participation
- Unions can be a vehicle to reach remote or high-risk workers, such as home care and child care workers and blue-collar workers in construction

Total Worker Health[®] Solution: Workplace Violence Prevention



SEXUAL HARASSMENT

KNOW WHERE THE LINE IS

WE DON'T TOLERATE SEXUAL HARASSMENT.

FOR MORE WORKPLACE VIOLENCE RESOURCES, CONTACT THE LHSFNA AT 202-628-5465 OR VISIT WWW.LHSFNA.ORG.

LABORERS' HEALTH & SAFETY FUND OF NORTH AMERICA

WHAT TO BRING TO WORK...

- COOPERATION
- RESPECT
- TEAMWORK

WHAT TO LEAVE BEHIND...

- HARASSMENT
- BULLYING
- ASSAULT

WORKPLACE VIOLENCE DOESN'T WORK HERE

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WORKPLACE VIOLENCE PREVENTION

WHAT EVERY EMPLOYER SHOULD KNOW

WORKPLACE VIOLENCE PREVENTION

WHAT EVERY EMPLOYER SHOULD KNOW

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Total Worker Health[®] Solution: Mental Health & Suicide Prevention





Face suicide warning signs before it's too late.

- Increased tardiness and absenteeism
- Decreased productivity
- Decreased self-confidence
- Isolation from peers
- Agitation and increased conflict among co-workers
- Increased feelings of being overwhelmed
- Decreased problem solving ability
- Legal and illicit substance abuse
- Near hits, incidents and injuries



Construction workers are statistically at a higher risk for mental health issues than virtually every other profession.


If you or someone you know is feeling depressed or suicidal, both you and they are not alone. There are others in our industry who can relate, and more importantly, others who can help. For urgent assistance, please reach out to the [National Suicide Prevention Lifeline](https://www.nationalsuicidepreventionlifeline.org) right away.

BUILDING A ZERO SUICIDE INDUSTRY.
ALLIES IN THE FIGHT FOR SUICIDE PREVENTION & MENTAL HEALTH PROMOTION




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

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TOOLBOX TALK

STRESS MANAGEMENT



USING THIS TOOLBOX TALK:

This toolbox talk provides general information about stress management. You are encouraged to add information, comments and questions as you see fit based on your experience with the Laborers and your specific job site.

After reading the Takeaways section and inside pages aloud, pass this pamphlet around so workers can sign the back, then keep the signed guide for your records.

Contact the LHSFNA's Health Promotion Division at 202-628-5465 to ask questions, provide feedback or for further assistance related to stress management. Additional Fund toolbox talks can be ordered at www.lhsfna.org or by calling the number above.

TAKEAWAYS:

- ▶ Stress is not an incident or situation; it is how we perceive and react to the incident or situation.
- ▶ You can take control of your responses, reactions and actions in stressful situations.




We are all in this together.

And together, we can wipe out the stigma surrounding mental health.

BE ALERT FOR THESE WARNING SIGNS:

- Increased tardiness and absenteeism
- Decreased productivity
- Decreased self-confidence
- Isolation from peers
- Agitation and increased conflict among co-workers
- Decreased problem solving ability
- Legal and illicit substance abuse
- Near hits, incidents and injuries
- Increased feelings of being overwhelmed

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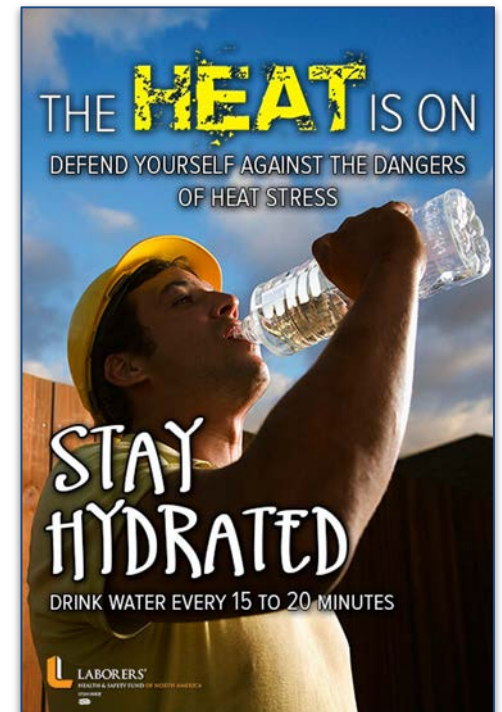
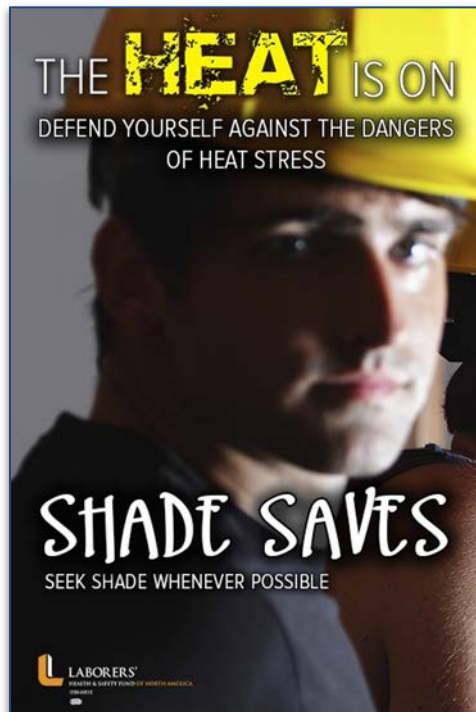
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Total Worker Health[®] Solution: Sun Sense Plus Campaign




Total Worker Health[®] Solution: Tobacco Cessation




Quit Smoking.
It's never
too late.

Join other Laborers
who are kicking the habit.

Visit www.LHSFNA.org for more information.


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**LHSFNA Guide to the
Development and Implementation
of a Tobacco-Free Worksite Policy**





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**HEALTH EFFECTS OF
USING TOBACCO:**
A Resource for Tobacco Users


- Cigarettes
- Cigars
- Smokeless tobacco
- E-cigarettes




THE POWER TO PROTECT

Total Worker Health[®] Solution: Health Fairs





THE LHSFNA'S HEALTH FAIR PROGRAM: BRINGING HEALTH INFORMATION AND SERVICES TO LABORERS AND THEIR FAMILIES

When you're looking for an innovative way to address the health behaviors of LIUNA members and their families, planning a health fair or incorporating a health screening event into a LIUNA function is a great option. Health fairs introduce union members and their families to health and wellness information and screening services. The LHSFNA's Health Promotion Division is here to help and can arrange for nurses to conduct health screenings for blood pressure, glucose and cholesterol at no cost to you.

What are the benefits of a health fair?

- It can alert someone to a health problem that may otherwise go undetected.
- Members feel their union and/or employer is providing them with useful information.
- It provides an opportunity for family members to be involved in a union activity.
- It's a chance for members to gather as a group and form a bond, which may be missing at spread-out worksites or lower attended membership meetings.
- Retirees get an opportunity to take part, reminding them why it's important to maintain their membership.

Planning a Health Fair

Whether one person or a team of people is doing the planning, asking the following questions and gathering the following information can help make your event a success.

Who – Define your audience(s).

- Health fairs are generally open to LIUNA members and retirees and their immediate family members.

What – What will the event include?

- Will there be additional activities beyond LHSFNA-provided health screenings?
- Will vendors be contacted or solicited to provide additional services?
- Refer to the "Bringing Local Vendors and Providers to Your Health Fair" handout for more information.

When – When and how will the event be held?

- It can be held as an independent event or as part of an event that is already scheduled, like a picnic, membership meeting or party. If incorporated into an already scheduled event, please provide a start and end time for the health fair.
- Consider the time of year and day of the week that will encourage the most participation. Note: For best results, instruct attendees to fast (no food or drink except water) for at least eight hours prior to screening.
- Please provide the LHSFNA with at least 30 days notice to adequately staff and help organize your event.

Where – Choose a location that is convenient and easily accessible. Consider:

- The layout, spacing and flow of traffic
- Parking for staff and participants
- Handicap accessibility
- Noise levels – accurate blood pressure readings require an area free from loud noise
- Visibility – to ensure utilization of health screenings, make sure attendees know where screenings are or will be set up
- Restrooms
- Ticket admission (e.g., an amusement park)



Keys to Success for *Total Worker Health*® Programs



- Safety first
 - Make sure occupational health & safety programs are comprehensive and effective in identifying and eliminating or reducing hazards
- Joint labor-management participation is critical (not just unionized labor)
 - Have leadership support
 - Include workers and unions in the process
- Ensure confidentiality
- Identify roadblocks
- Fit the program to your workforce
- Not a one size fits all, even within the same organization

Next Steps



- Who belongs at the TWH table?
- Recognize that different workplaces will have different players
 - Large vs small employer
 - Number of contractors working on a project together
 - Geographically dispersed



Thank you for your time and attention.