

The Health of Safety



Good Afternoon

Objective

- Why this started
- Our first Step
- What's going on now
- The future
- You
- Questions





Mosites



My Story

As supervisors, it is our responsibility to master the challenges we encounter in our jobs which include:

- *Production
- *Quality
- *Scheduling
- *Subcontractor Management
- *Training
- *Paper Work





What's Going On?

We take pride in:

- Technology
- Training
- Equipment
- Support

Are We As Good AS We Think We Are?

- NSC – everyday, 14 occupational fatalities
- 5,190 workers in 21, up 8.9%
- 70M lost work-days
- 340M occupational injuries / year
- \$49.18 billion in direct U.S. workers compensation costs
- Production time lost due to off-the-job injuries totaled about 540,000,000 days in 2021
- How does this affect your competitiveness
- As good as it gets?

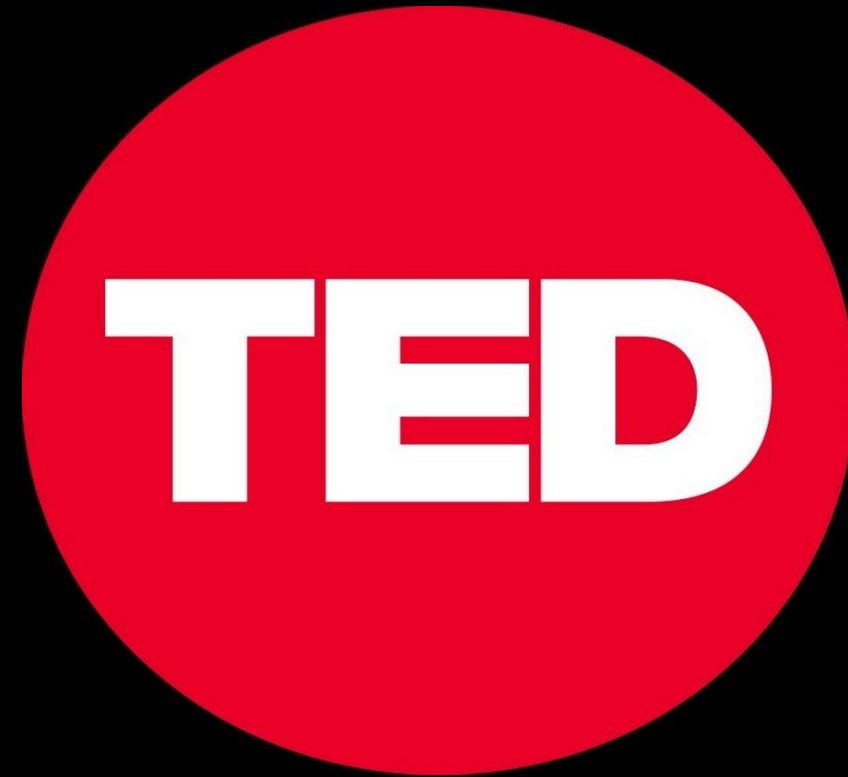
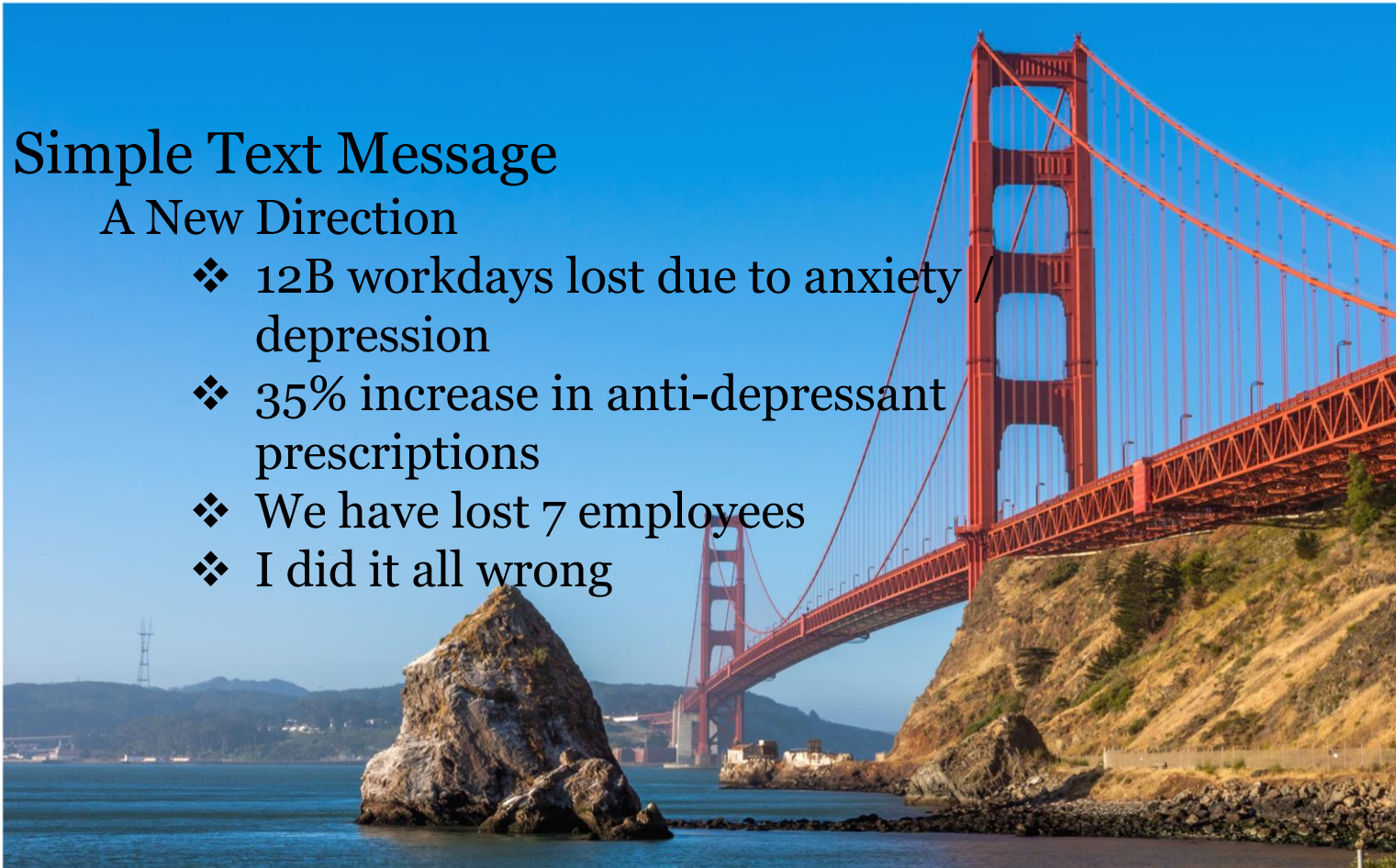


How This Started

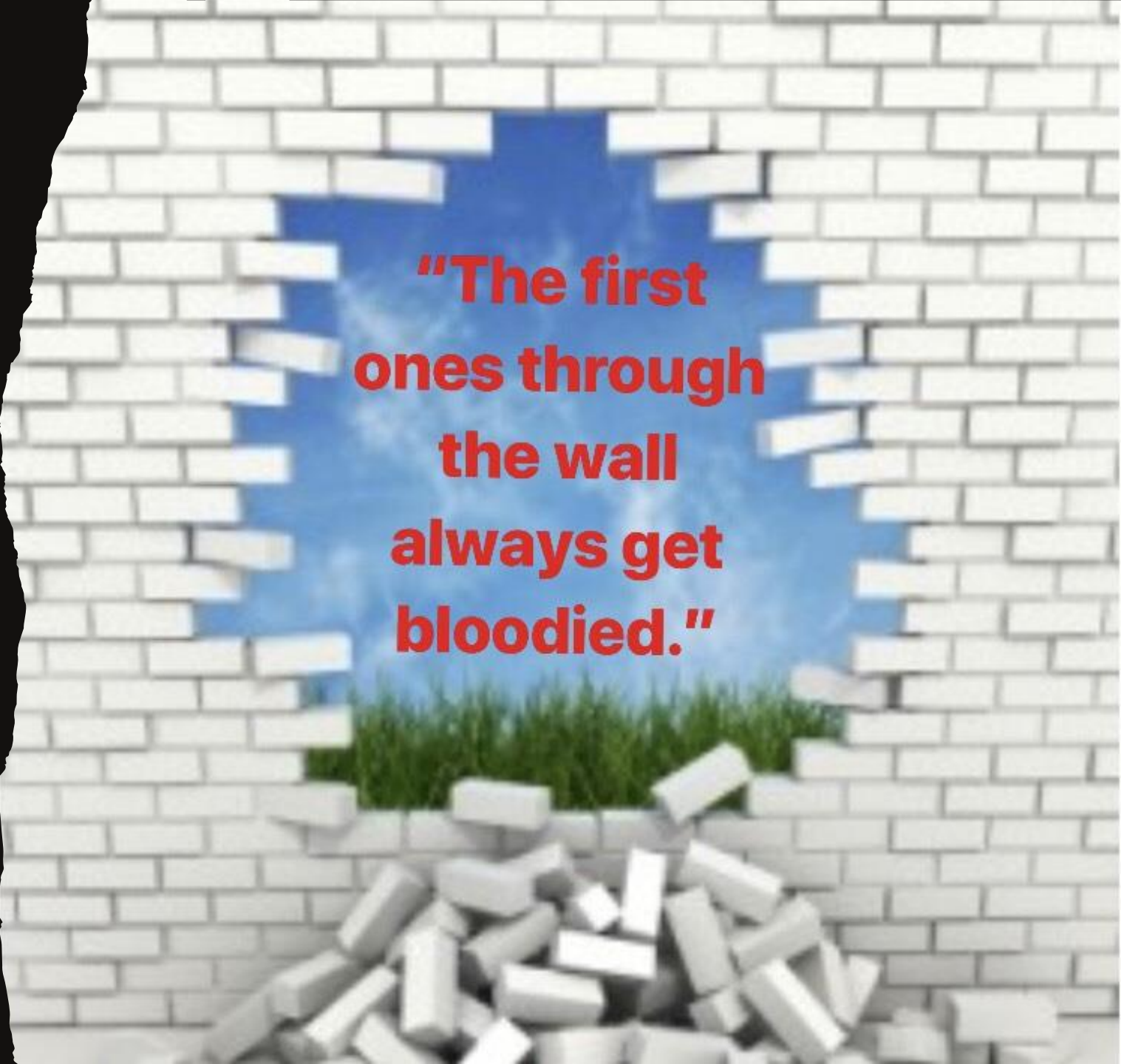
Simple Text Message

A New Direction

- ❖ 12B workdays lost due to anxiety / depression
- ❖ 35% increase in anti-depressant prescriptions
- ❖ We have lost 7 employees
- ❖ I did it all wrong



- A rabbit hole
- Who's responsibility
- What are the benefits



**"The first
ones through
the wall
always get
bloodied."**

Are You Prepared?



Let's Talk About This



- In 2024, more than 50,000 suicide deaths.
- Est. 15% of all construction workers in the United States have a substance abuse disorder compared to 8.6% of the general population of adults.
- The industries with the highest rates of alcohol use:
 - Mining: 17.5%
 - Construction: 16.5%

Identifying a Problem

- In 2024, suicides reached a record high, 5.7 suicides every hour.
- For every suicide, there are as many as 25 attempts.
- 14.3 / 100,000 accidental deaths vs 45.3 suicides
- Over 75% of the nearly 107,000 drug overdose deaths in 2023 involved an opioid.

Suicides in Construction

5x
HIGHER
than all construction
deaths

45.3
SUICIDES
per 100,000 workers

4x
HIGHER
than the general
population

What's Affecting the Construction Industry

Demographics:

- Ninety percent of the U.S. construction workforce are male and 38% are between the ages of 35 and 64
- 15 percent of veterans—who have a 50% higher rate of suicide
- Shift work systems
- Stressful schedule driven work
- Physically demanding work / pain
- Risk taking work environment
- Ready access to lethal means
- Frequent absences from friends and family
- Economic insecurity due to job seasonality
- Irregular and long working hours
- Frequent changes in coworkers and tasks
- Hectic travel schedules



Mental Wellness Warning Signs

- Changes in sleep patterns
- Changes in appetite
- Mood fluctuations
- Loss of daily interests
- Poor performance
- Distancing themselves
- Insensitive
- Poor hygiene
- Risk adverse



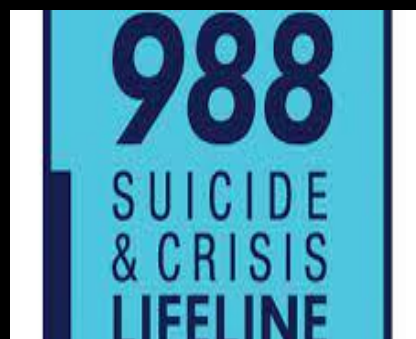
Don't Go it Alone



- Remember that no one expects you to be an expert.
- Reach out to others who can offer support
 - friends and family
 - school counselors
 - coaches
 - teachers
 - faith-based or community leaders
 - EAP's
 - mental health hotlines
- Don't be afraid to talk about your concerns.



Resources



Where to Begin



12 Steps to Begin the Journey

- **Gain leadership buy-in**
- **Begin small**
- **Implement policy and procedures**
- **Education and training**
- **Enhance health benefits /EAP's**
- **Open communication and awareness**
- **Supportive environment**
- **Form community relationship/ mentors**
- **Gather feedback**
- **Monitor / accountability**
- **Promote employee involvement**
- **This is not easy / stay consistent**



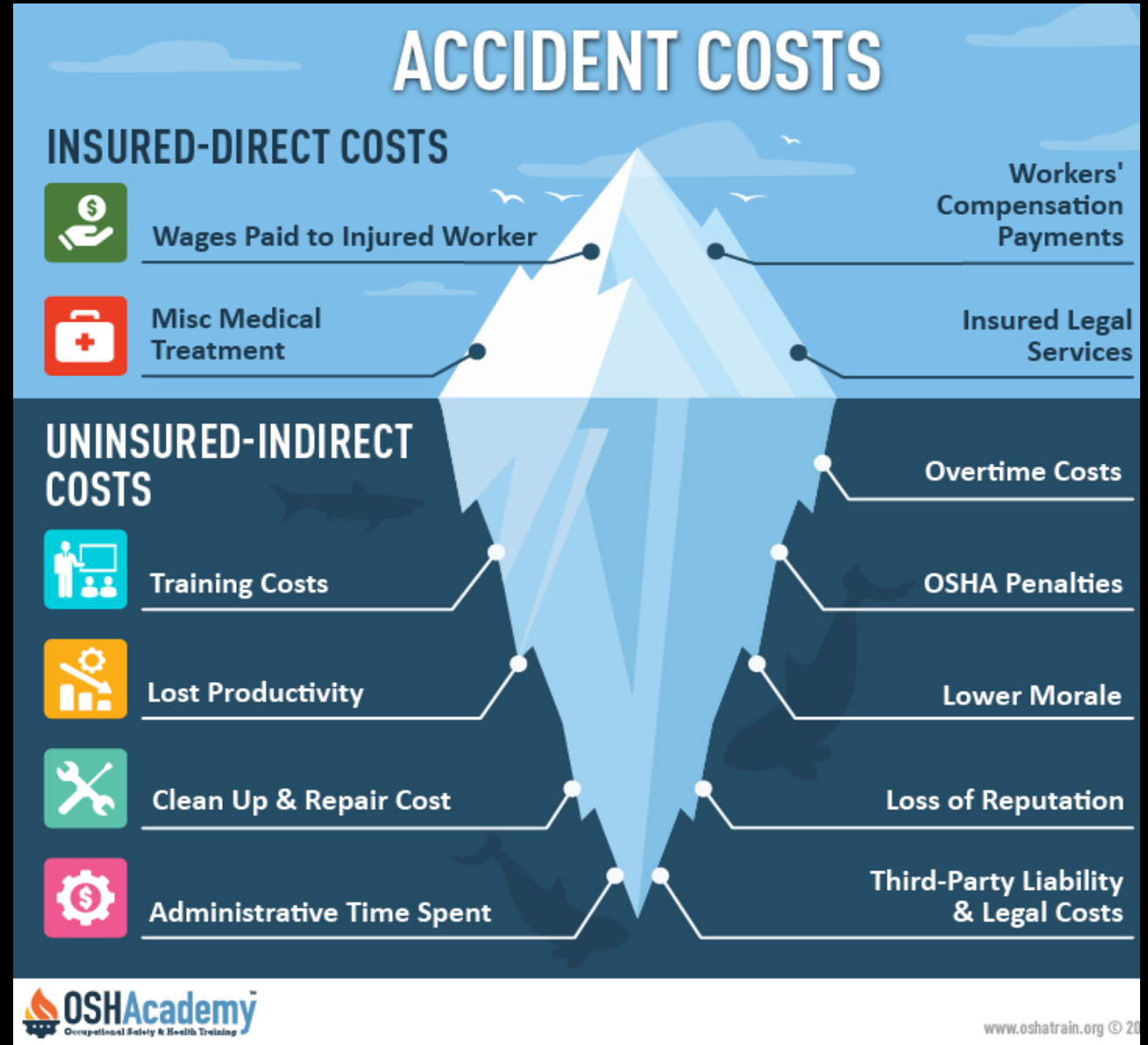
What We Have Learned

1. Lagging indicators

- <90% of all loss
- Mental *awareness*
- Understanding poor behaviors
- Can't focus
- Clear minds, full hearts, can't lose

Direct and Indirect Cost of Accidents

- Medical expenses incurred from injuries as well as indemnity payments while the employee is away from work.
- Covered under insurance.
 - \$100,000 deductible



Impact of Accidents on Profit



- “The more loss, the higher the premiums”
- “The higher the premiums, the less competitive we become.”
 - Less equipment
 - Reduction in fringe benefits
 - No bonus structure
 - No jobs

Example

- \$1,000,000 Contract
- .07 % Markup
- \$70,000 profit
- MCC Average lost time accident is between \$40,000 - \$60,000 not including indirect costs.
- Largest was 3.2 million

2. Employee Retention

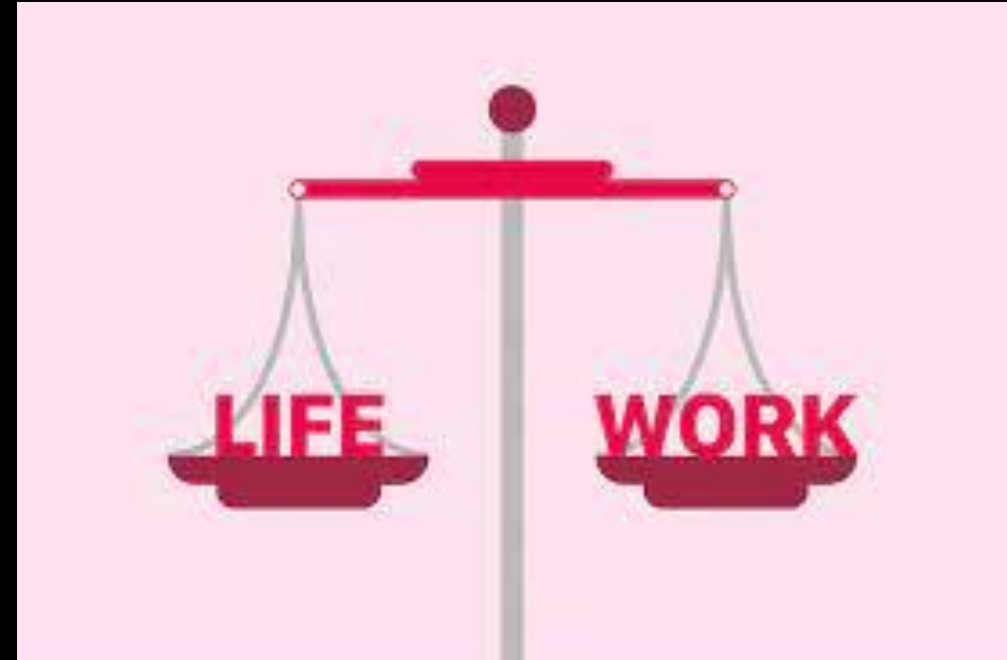
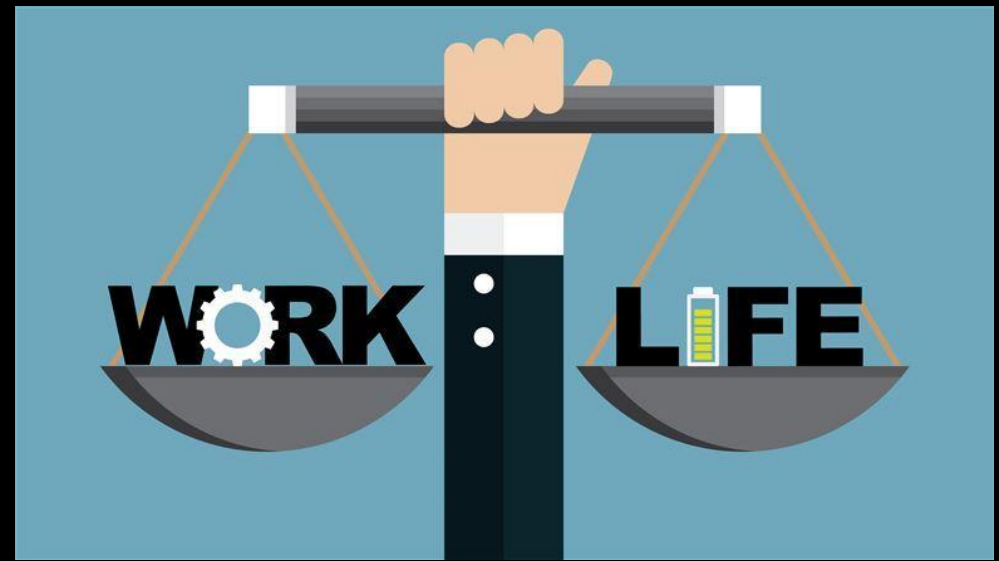
- Being a part of something bigger
- Being valued / appreciated
- Adapt to generational needs
- Engagement



3. The Right Thing to Do

- Support your values/ resources
- Commitment to our employee's & families
- Work and at home
- Create a productive life – work balance

“More good days than bad”



Rocks in the Road

- Getting buy-in
- Trust
- Support (entire team)
- Dependable resources
- Staying consistent
- Create a parallel



What The Future Holds

- Be diligent regarding awareness
- Continue with a consistent message
- Diversify training and learning objectives
- Inclusion of family / friends
- Share the successes (text)



Joe- just checking in to see how you're doing!

Read 9/25/25

Doing great Jason, I celebrate 9 months sober tomorrow, my step daughter came over my house to see me on Saturday, the first time I saw her since I quit drinking. God knew I needed that and he gave it to me. I'm still talking to my coach from You Turn twice a week. I lost 20 lbs this year, beer belly is gone! Give me a call if you ever want to meet up on the weekend I've been going to other churches so if you ever want me to come out to the church for a service just give me a call thanks for looking out I appreciate everything you've done for me



Text Message • RCS



26% of Americans ages 18 and older - suffer from a diagnosable mental disorder

Over 87% of people who commit suicide have a diagnosable mental disorder -- most commonly a depressive disorder or a substance use disorder

100% of all of us will experience a mental wellness concern

- Depression
- Anxiety
- Grief

What have you changed?

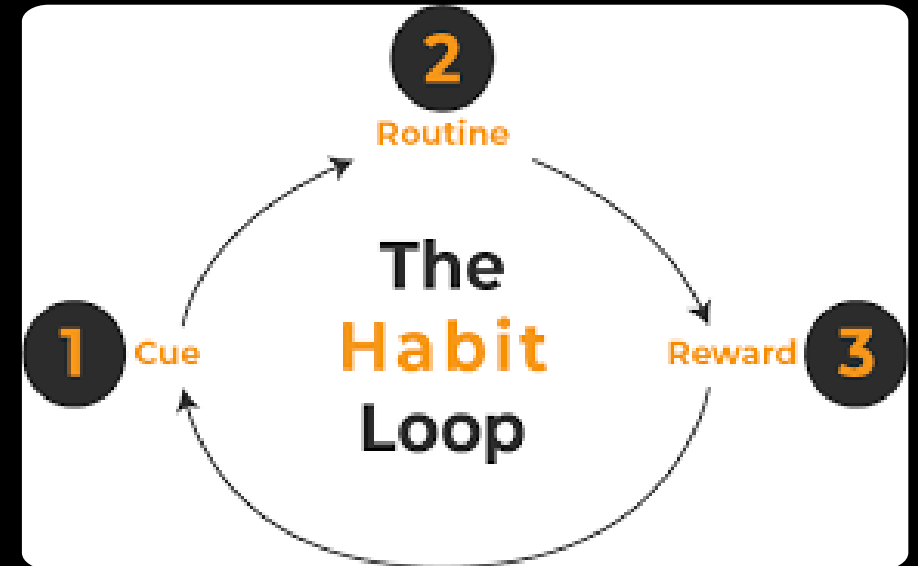
What is Personal Behavior?

- Patterns of actions, habits, and choices we make daily
- Why behavior change matters
- Impacts health, relationships, career, and personal growth



Understanding Behavior

- Components of behavior:
- Trigger/Stimulus → Action → Consequence/Reward Habits vs. conscious behaviors



Common Barriers to Change

- Lack of motivation or clarity
- Fear of failure
- Environmental or social influences
- Comfort



Strategies for Changing Behavior

- **Set Clear Goals** – Specific, Measurable, Achievable, Relevant, Time-bound (SMART)
- **Start Small** – Make gradual changes
- **Replace-Don't Remove** – Swap negative habits for positive ones
- **Use Reminders & Triggers** – Visual cues, alarms, or apps
- **Seek Support** – Accountability partners, mentors, or groups





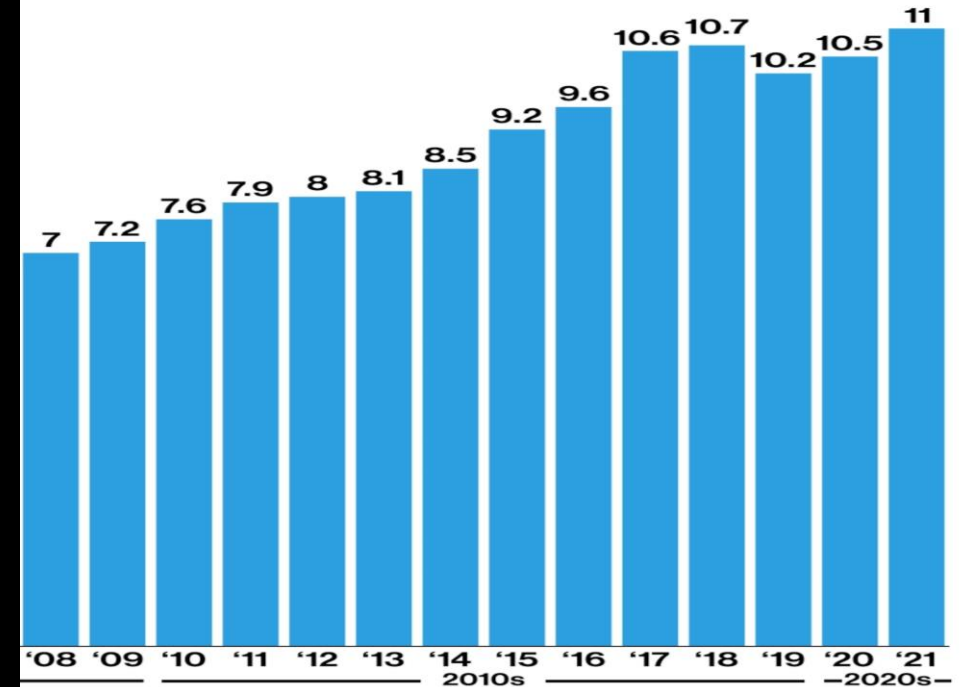
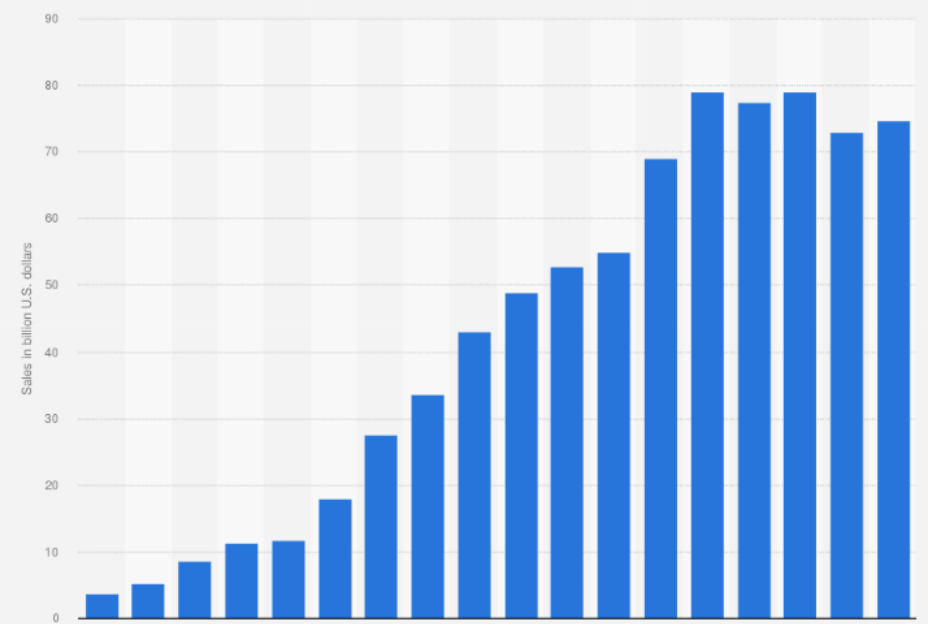
6 Baskets of + Mental Wellness

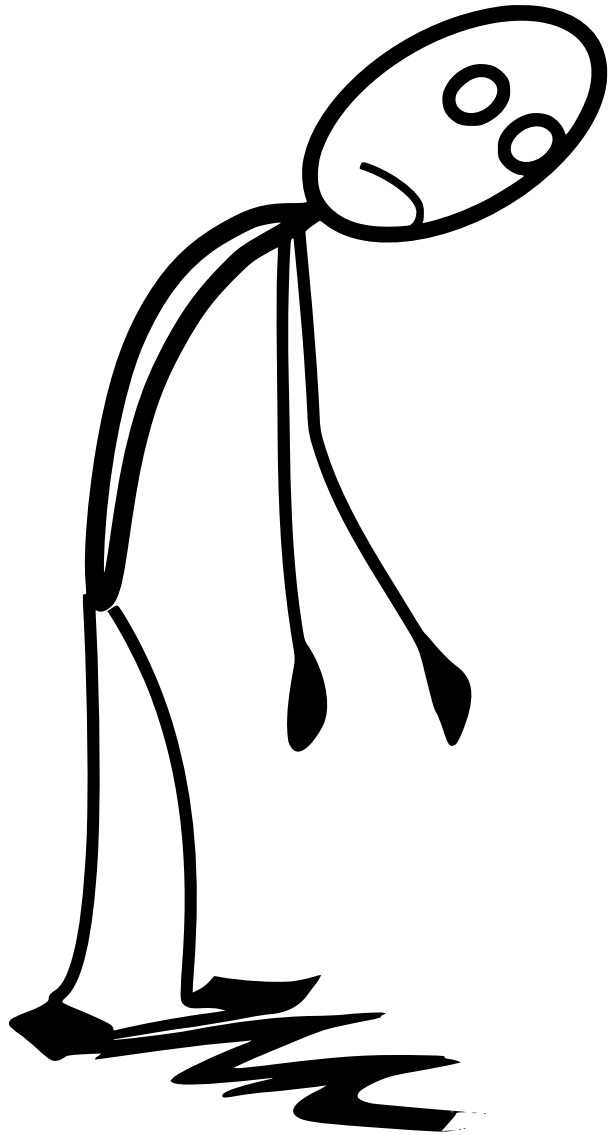
- Physical – In good shape / exercise / diet
- Mental – Positive state of mind / ability to cope
- Emotional – Express their feelings maturely
- Spiritual – Finding your purpose and meaning
- Social – Enjoyment of relationships
- Environmental – Your appreciation for your surroundings



Why?

Suicide rate increased 60%
since 2008 among US youth
and young adults age 16-38





All Time High

1. Social media overload
2. Relentless academic pressure
3. Lack of physical activity
4. Sleep deprivation
5. Uncertainty about future
6. Less belief in God
7. Poor diet

Ultimately, here to
change the world
for the better

Defeat
complacently

Work / relationships
/ mental / physical /
social

Create more baskets

What is your
purpose? What do
you bring

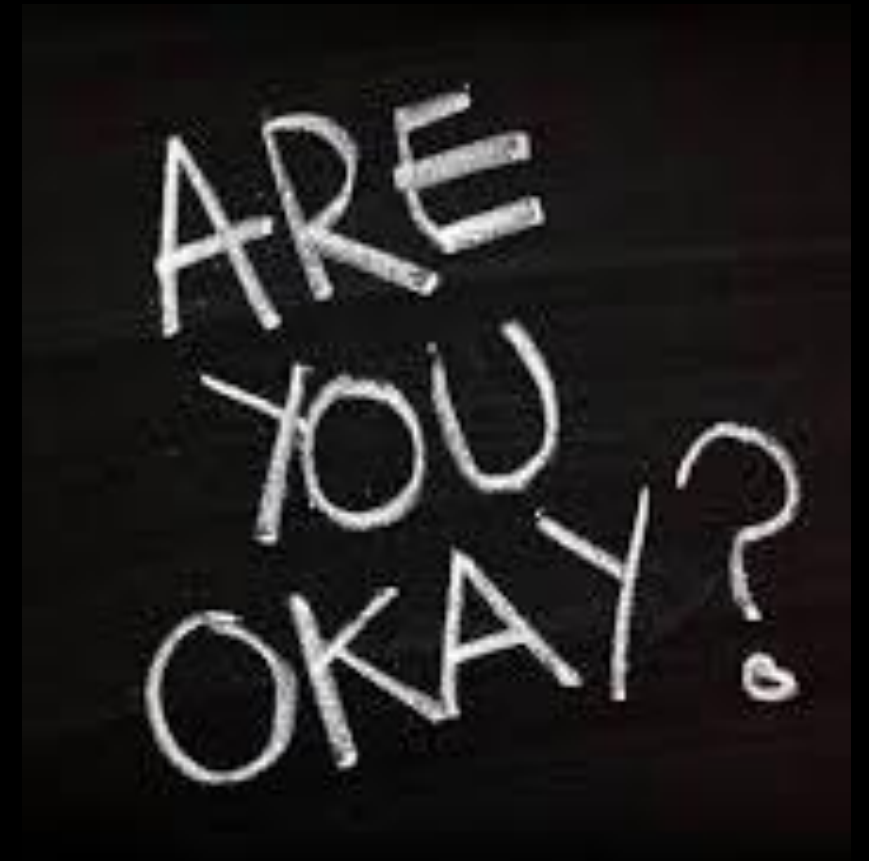


A Final Thought



Lets Review

- Responsibility / Professional
- Are you prepared
- Mental wellness information
- How loss affects “Me”
- Are you O.K.





Thank You

**If you would like for me to present
to your organization, please
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