Thank you for visiting the A.W. Oakes & Son Mental Health Resources page. Please take the time to review the resources that we have available for everyone at A.W. Oakes. Our employees work hard in a challenging industry, and it can take its toll, especially when life outside of work gets tough.

We encourage you to reach out when you need help. We encourage you to have tough conversations when an employee is struggling. We encourage you to listen.

This document includes company, union, and professional contact numbers, online resources that specialize in mental health in the construction industry, and a toolbox talk highlighting warning signs to look for in ourselves and our coworkers.

Remember that we are a family company. We value each of our employees and the dynamic skill set they bring, and we promise to do everything we can to help you.

A.W. Oakes Office: (262) 886-4474
A.W. Oakes HR: (262) 886-4474 ext. 1226
A.W. Oakes Safety: (262) 672-0448

WHO TO CALL IN CRISIS

	ORGANIZATION	NUMBER TO CALL
Suicide prevention	988 Suicide & Crisis Lifeline	988 (1-800-273-TALK is still active)
Sexual assault or abuse	National Sexual Assault Hotline	800-656-4673
Abuse or neglect of children	Childhelp National Child Abuse Hotline	800-422-4453
Abuse or neglect of vulnerable adults	National Center on Elder Abuse (NCEA)	1-800-677-1116
Domestic violence	National Domestic Violence Hotline	1-800-799-SAFE (7233)
Support for complex caregiving challenges	Caregiver Action Network	855-227-3640
Poisoning	National Poison Control	1-800-222-1222
Substance abuse	Alcoholics Anonymous	800-839-1686
	Cocaine Anonymous	800-347-8998
	National Drug Hotline	1-844-289-0879

Online Resources

- Wisconsin Construction Wellness Community – www.wisconsinwell.org
- Prevent Suicide Construction - www.preventconstructionsuicide.com
- Working Minds - www.constructionworkingminds.org
- Man Therapy - www.mantherapy.org
- Construction Suicide Prevention - https://constructionsuicideprevention.com/

Company & Union Employee Assistance Programs

1. Non-Union AWO, OTI, & SHI Employees

- MetLife EAP - https://matsugov.us/documents/cdn/EAP%20MetLife%20Flyer.pdf
- 5 Free and Confidential Professional Counseling Sessions
- Call 1-888-319-7819

2. Operating Engineers Local 139 EAP

- Anthem BlueCross BlueShield EAP - https://www.anthemeap.com/oe-local-139
- Confidential and professional help at no cost.
- Call 800-865-1044

3. Laborers' Local 113 EAP

- Spring Health LiUNA! - https://benefits.springhealth.com/customer/liunawisconsin
- Personalized mental health support at no cost.
- LEAN (Laborers Escaping Adversity Now) Program - https://liunawisconsin.org/lean
- Call 1-855-629-0554

4. Operative Plasterers' and Cement Masons' Local 599

- Union insurances cover 100% of mental health visits.
- Contact Union – 414-354-0599 info@opcmia599.com

TOOLBOX TALK

RECOGNIZE THE WARNING SIGNS OF SUICIDE



Suicides don't occur in a vacuum. In fact, these tragic losses of life can often be prevented. You just have to know what warning signs to look for and pay attention to when an individual is thinking about harming themselves.

BY THE NUMBERS

- In 2023, suicide was among the top 8 leading cause of death in the U.S. for people ages 10-64, according to the Centers for Disease Control and Prevention.
- In 2023, there were 1.5 million suicide attempts. (CDC)
- The suicide rate among males in 2023 was approximately four times higher than the rate among females. Males make up 50% of the population but nearly 80% of suicides. (CDC)

WHY IT MATTERS

By and large suicide is preventable. If you pay attention to possible warning signs – in yourself and others – you may be able to help save a life. Remember: **Talking about your concerns with someone is more likely to save them than to drive them to see their plans through.**

GOOD TO KNOW

- **Verbal warning signs.**
  - Talking about being a burden, or the world being better without them.
  - Expressing the desire to no longer exist or die.
- **Emotional warning signs.**
  - No longer able to find joy or pleasure in things they once enjoyed.
  - Emotional outbursts (anger, sadness, anxiety, etc.) happen frequently or without warning.
  - Sudden joy or excitement after prolonged periods of depression.
- **Behavioral change warning signs.**
  - Frequent mood swings.
  - Giving away their belongings.
  - Sleeping all the time or changes in eating habits.
- **Know when to make the call.** If you or someone you care for is at a really low point, help is always available. You can call, text, or chat 988 to reach the Suicide & Crisis Lifeline's trained counselors directly.

CONSTRUCTION SUICIDE PREVENTION WEEK

Call, text or chat 988 for the Suicide & Crisis Lifeline.

Find resources at **ConstructionSuicidePrevention.com**.

CHARLA INFORMATIVA

RECONOZCA LAS SEÑALES DE ADVERTENCIA DE SUICIDIO

Los suicidios no ocurren en el vacío o de repente. De hecho, estas trágicas pérdidas de vidas a menudo se pueden prevenir. Solo tiene que saber qué señales de advertencia buscar y prestar atención cuando una persona está pensando en hacerse daño.

POR LOS NÚMEROS

- En 2023, el suicidio estuvo entre las ocho principales causas de muerte en EE. UU. en personas de entre 10 y 64 años, según los Centros para el Control y la Prevención de Enfermedades.
- En 2022, hubo 1.5 millones de intentos de suicidios.
- En 2023, la tasa de suicidio entre los hombres fue aproximadamente cuatro veces mayor que la de las mujeres. Los hombres representan el 50 % de la población, pero representan casi el 80 % de los suicidios.

POR QUÉ ES IMPORTANTE

En general, el suicidio es prevenible. Si presta atención a las posibles señales de advertencia, en usted mismo y en los demás, es posible que pueda ayudar a salvar una vida. Recuerde: **es más probable que hablar sobre sus inquietudes con alguien lo salve que lo impulse a llevar a cabo sus planes.**

BUENO SABER

- **Señales verbales de advertencia.**
  - Hablar de ser una carga, o de que el mundo sería mejor sin ellos.
  - Expresar el deseo de no existir más o de morir.
- **Señales de alerta emocional.**
  - Ya no es capaz de encontrar alegría o placer en las cosas que alguna vez disfrutó.
  - Los arrebatos emocionales (ira, tristeza, ansiedad, etc.) ocurren con frecuencia o sin previo aviso.
  - Alegría o entusiasmo repentino después de períodos prolongados de depresión.
- **Señales de advertencia de cambio de comportamiento.**
  - Cambios de humor frecuentes.
  - Regalar sus pertenencias.
  - Dormir todo el tiempo o cambios en los hábitos alimenticios.
- **Saber cuándo hacer la llamada.** ISi usted o alguien a quien cuida se encuentra en un punto realmente bajo, siempre hay ayuda disponible. Puede llamar, enviar mensajes de texto o chatear al 988 para comunicarse directamente con los asesores capacitados de Línea Nacional de Prevención del Suicidio.

CONSTRUCTION SUICIDE PREVENTION WEEK

Llame, envíe un mensaje de texto o chatee al 988 para la Línea Línea de vida para el suicidio y la crisis.

Encuentre recursos en: **ConstructionSuicidePrevention.com**.