

Promoting and supporting CISM demonstrates the contractor's and the union's concern for traumatized workers.

Points of Contact

Regional Health & Safety Funds

Joe McNamara (609) 860-9223
Director, New Jersey Laborers' Health & Safety Fund

Jim Melius (518) 449-1715
Administrator, New York State Laborers' Health & Safety Trust Fund

Raymond C. Coia (401) 621-5355
Administrator, New England Laborers' Health and Safety Fund

Angie King (217) 522-3381
Director, Midwest Laborers' Health & Safety Fund

Alan Parham (215) 925-5327
Administrator, Philadelphia Laborers' District Council Health & Safety Fund

Canadian Tri-Funds

John Mandarino (289) 291-3683
Director, Canadian Tri-Fund

Gaston Malenfant (506) 858-1404
Field Coordinator, Central & Eastern Region

Jeffrey Anders (604) 951-8877
Field Coordinator, Western Region

US Tri-Fund Field Coordinators

John Anatone (401) 621-5355
New England Region

James D. Anastase, Jr. (703) 860-4194
Mid-Atlantic Region

Douglas Buman (206) 728-1282
Northwest Region

Jamie Peers (225) 618-8700
Ohio Valley/Southern States Region

Matt Patten (440) 878-0955
Ohio Valley/Southern States Region

Mike Geotz (217) 789-6994
Midwest Region

Patrick Healy (773) 693-7990
Great Lakes Region

Amber Novey (916) 604-5576
Pacific Southwest Region

Laborers' Health and Safety Fund of North America

Jamie F. Becker, LCSW-C (202) 628-5465
Associate Director, Health Promotion



905 16th Street, NW
Washington, DC 20006
202-628-5465
www.lhsfna.org
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THE POWER TO PROTECT

LABORERS' HEALTH & SAFETY FUND OF NORTH AMERICA

CRITICAL INCIDENT STRESS MANAGEMENT

HELP WORKERS COPE IN THEIR
TIME OF NEED



Did you know?

In 2011, of 4,609 workplace fatalities in the United States, 721 – almost 16 percent – were in the construction industry.

What is a critical incident?

A critical incident is any workplace tragedy – such as an accident, injury, death, disaster, threat or act of violence – that has the potential to create significant human distress and overwhelm our usual coping mechanisms.

What can you do to help if there is a critical incident at your worksite?

You can provide immediate, effective support for everyone involved by contacting the Laborers' Health and Safety Fund of North America (LHSFNA). A determination as to what type of support to put in place will be based on several factors, including the severity of the incident, when it happened and who was involved.

What is Critical Incident Stress Management (CISM)?

Critical Incident Stress Management is a system of interventions each specifically designed to deal with critical incidents. CISM provides education, prevention and mitigation in the aftermath of a critical incident. CISM is handled most effectively by specially trained individuals.

There are several types of CISM:

- ▶ Debriefing/CISD (most common form of CISM used within LIUNA)
- ▶ Crisis management briefing
- ▶ Defusing
- ▶ Grief and loss session

Critical Incident Stress Debriefing (CISD)

A Critical Incident Stress Debriefing is a one- to two-hour group meeting of those who are affected by a workplace tragedy. Included are those who witnessed the event, those who were victim



to the event and those who were close to a victim of the event (supervisors and co-workers, not family). A CISD:

- ▶ Helps workers share their experiences and vent emotions
- ▶ Helps workers deal with stress
- ▶ Helps workers understand their reactions
- ▶ Is a confidential, voluntary and educational process
- ▶ Is NOT a critique or investigation of what occurred
- ▶ Is NOT therapy

Defusing

- ▶ A shorter, less formal version of a debriefing
- ▶ Best conducted within one to four hours after a critical incident
- ▶ A confidential and voluntary opportunity to learn about stress, share reactions to an incident and vent emotions
- ▶ The main purpose is to stabilize people affected by the incident so that they can return to their normal routines without unusual stress.

Crisis Management Briefing

- ▶ A large homogeneous group intervention used before, during and after crisis
- ▶ Present facts, facilitate a brief controlled discussion, Q & A and information on stress survival skills and other available support services
- ▶ May be repeated as situation changes

Grief and Loss Session

- ▶ Structured group or individual session following a death
- ▶ Assists people in understanding their own grief reactions
- ▶ Creates a healthy atmosphere of openness and dialogue around the circumstances of the death

Benefits of providing a quick response after a critical incident:

Without professional intervention, you may see an increase in performance problems, job turn-over, stress-related health care claims, workers' compensation cases, union grievances, substance abuse and family problems among workers and staff. To limit these impacts, CISM:

- ▶ Provides factual information
- ▶ Reduces sense of chaos
- ▶ Provides coping resources
- ▶ Promotes good will among employees
- ▶ Encourages increased bonding, teamwork and morale
- ▶ Prevents the onset of delayed psychological reactions
- ▶ Promotes well-being

Who will conduct CISM interventions?

CISM is most effective when conducted by trained professionals. The LHSFNA will arrange for experts to assist you in your time of need.

Who do you contact if you need a CISM intervention?

Your location determines who your main point of contact should be (see phone list on back of brochure). The Tri-Fund Field Coordinators, the regional Health and Safety Funds and the LHSFNA all can serve in this capacity. Arrangements for CISM will be coordinated once contact is made.