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

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Jamie Peers (225) 618-8700
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Great Lakes Region

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THE POWER TO PROTECT
**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.