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

**Points of Contact**

**REGIONAL HEALTH & SAFETY FUNDS**

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Ohio Valley/Southern States Region

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Patrick Healy (773) 693-7990  
Great Lakes Region

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**LABORERS’ HEALTH & SAFETY FUND OF NORTH AMERICA**

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Director, Health Promotion

CRITICAL INCIDENT STRESS MANAGEMENT

HELP WORKERS COPE IN THEIR TIME OF NEED
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 turnover, 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 goodwill 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). TriFund Field Coordinators, regional Health and Safety Funds and the LHSFNA all can serve in this capacity. Arrangements for CISM will be coordinated once contact is made.

Did you know?
In 2017, of 5,147 workplace fatalities in the United States, 971 – almost 19 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 workplace?
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 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
- 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 coping skills and other available support services
- May be repeated as situation changes

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