



Managing Employee Stress and Anxiety

Turning Recommendations Into Action

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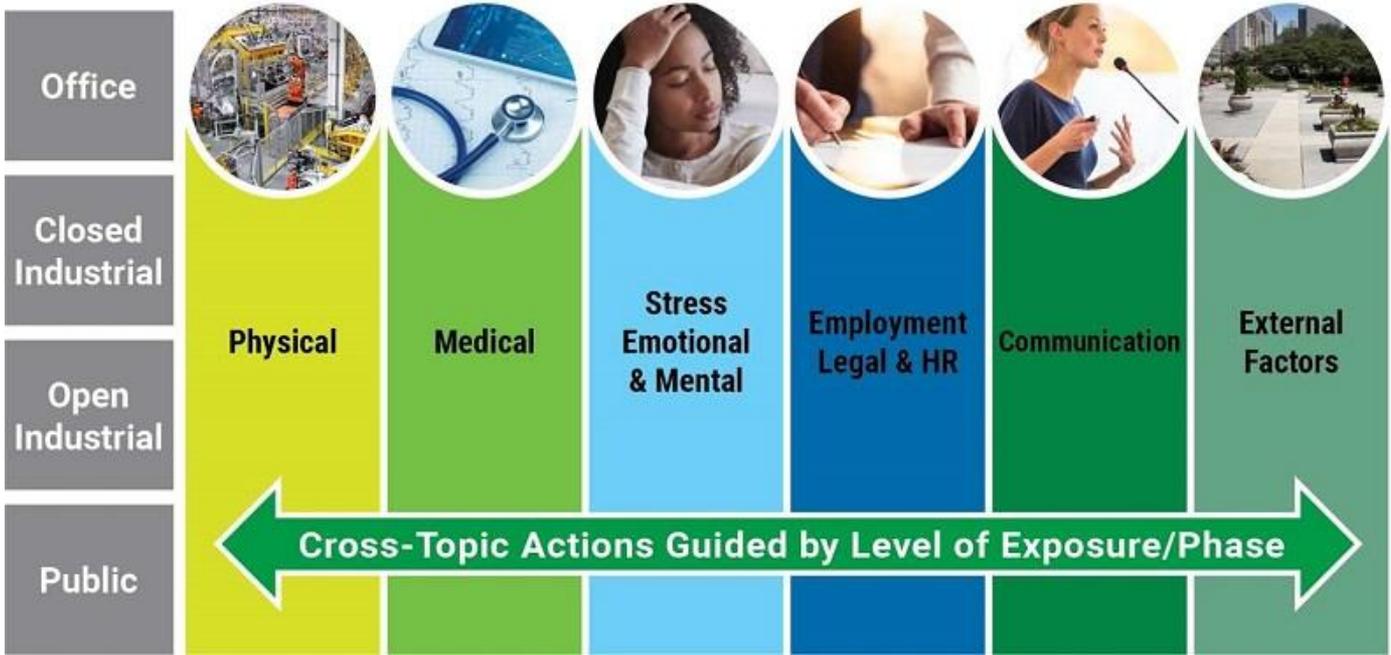
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Agenda

- Return-to-Work Guidance: Framework and Playbooks
- SAFER Quick Hit: Managing Employee Anxiety and Stress – Returning to the Workplace
- Case study: ACIG
- Additional SAFER resources

Return-to-Work Guidance: Framework and Playbooks



Return-to-Work Guidance: Framework and Playbooks



SAFER Quick Hits

SAFER Quick Hits

Turn Recommendations Into Action

The following quick-hit documents, generated with the insight and expertise of the SAFER Task Force, are the tactical components - checklists, procedures, protocols - needed to turn the [SAFER Framework](#) recommendations into action.

- Confirmed Case Notification Protocol
- Employee Return-to-Worksite Status
- Entrance Screening
- Managing Employee Stress and Anxiety
- Office Physical Distancing
- Office Reopening Protocol
- Risk Exposure Index for Office Settings
- Workplace Hygiene
- Action Plan Template



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Safe Actions For Employee Returns

Managing Employee Stress and Anxiety – Returning to the Workplace

The COVID-19 pandemic has caused stress, fear, anxiety, and depression across the country. Employees are no exception to these impacts. As return-to-the-workplace conversations and activities commence, employees may be concerned about being exposed to or infected by COVID-19 and bringing it home to family members. Some may be at higher risk of developing severe illness from the virus than others due to age, pre-existing medical conditions, or social factors such as poverty, use of public transportation, or living in congested urban areas.

One key to successfully managing return to work is managing employee anxiety. To address anxiety, it is important to do the following, addressed here:

- Be respectful
- Be transparent
- Educate
- Prepare supervisors
- Align your policies

Managing Employee Stress and Anxiety

- Be respectful
- Be transparent
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A Case Study: ACIG

- Pivoting to meet the mental health impacts of COVID-19
- Successes and challenges
 - A leadership perspective
 - Employee experiences
- Planning to address the long-term mental health impacts – coming months

Resources

- AGC of America:
 - [Stress and Coping with COVID-19](#)
- American Red Cross
 - (FREE) [Psychological First Aid: Supporting Yourself and Others During COVID-19 Training](#)
- Construction Industry Alliance (CIA) for Suicide Prevention:
 - [Mental Wellness During COVID-19 \[MULTIPLE RESOURCES\]](#)
 - [Mental Health Concerns Related to COVID-19 Toolbox Talk](#)
- Centers for Disease Control and Prevention (CDC)
 - [Stress and Coping](#)
- CPWR COVID-19 Construction Clearinghouse
 - [Mental Health Resources](#)
- Construction Business Owner:
 - [How to Help Your Employees Cope with the Stress of COVID-19](#)

Resources

- Laborers' Health & Safety Fund of North America
 - [Improving Worker Well-Being During COVID-19](#)
 - [Behavioral Health Resources for COVID-19](#)
- Master Builders' Association
 - [COVID-19 Contractor Resources – Mental Wellness](#)
- National Alliance on Mental Illness
 - [COVID-19 Resource and Information Guide](#)
- National Safety Council
 - [The Employer's Role: Mental Health during COVID-19](#)
 - [The Employer's Role: Mental Health during COVID-19 \[WEBINAR\]](#)
- Oregon Health & Science University (OHSU)
 - [Four Key Strategies to Help Supervisors Support Employee Well-Being During COVID-19](#)

NSC.org/SAFER

SAFER Guides Employers as U.S. Ponders Reopening

SAFER: Safe Actions for Employee Returns is a multifaceted, comprehensive effort aimed at helping employers prioritize safety as they return employees to traditional work environments and schedules in a post-quarantine world.

At the center of SAFER is a task force – comprised of large and small Fortune 500 companies, nonprofits, legal experts, public health professionals, medical professionals and government agency representatives – that makes recommendations based on best practices and proven workplace safety strategies. The task force delivers resources, such as guidebooks and checklists, to equip employers with the tools they need to protect workers during this time of uncertainty.

NSC urged the Department of Labor to adopt the SAFER framework as part of its Opening America's Workplaces Again national online dialogue. Anyone interested in assisting in this effort can email safer@nsc.org.

Get more information about COVID-19.



NEW: Organizational Vulnerability Assessment

Examine your organization's vulnerability to COVID-19 transmission and receive tailored recommendations.



SAFER Playbooks

General and industry-specific guidance to help align safety with business objectives.



Donate To The SAFER Initiative

Safety doesn't stop in the face of a pandemic. Make a difference today.



Register For July 15 Webinar

Organizational Vulnerability Assessment



Start Your NSC COVID-19 Organizational Vulnerability Assessment

Thank you for requesting the [NSC COVID-19 Organizational Vulnerability Assessment](#). This tool will help you examine risk factors for COVID-19 transmission according to your type of operation and ability to control the associated risk factors.

The results will provide recommended actions to control your identified risks and assist you in creating an action plan to move forward in implementing additional safeguards.

[Start the Assessment»](#)

The assessment should take approximately 30-45 minutes to complete. You do not need to finish the entire assessment at one time.

Upon completion, you will receive:

- An organizational vulnerability risk score of lower, moderate, high or very high
- A list of potential control measures you may still need to implement at your organization
- A control implementation completion summary by risk factor

Your information will remain confidential. The only information shared will be unidentifiable aggregate results to better assist the nation's employers address pandemic-related issues.

Please visit the [SAFER: Safe Actions for Employee Returns](#) website for additional resources to keep your workplace safe.

NSC.org/SAFER

SAFER Solutions Directory
Providers offering products and services to help employers during the pandemic.

New: The SAFER Collection
Continually updated resource library to help employers return to traditional work settings.

Take Action
Quick-hit checklists, procedures and protocols to implement SAFER recommendations.



Sign Up For SAFER Resources
We will notify you as materials become available. Sign up today.



NEW: SAFER Poster Series
Purchase a set of four posters that will help your employees stay safe in the workplace.

Resources For NSC Members
Log in for member-exclusive COVID-19 tools: posters, safety talks, checklists, webinars.

SAFER Framework
Key areas around which corporate and public policy leaders are taking action.



NEW: Employee Surveys
Now is the time to listen. Choose one of three surveys to suit your organization's needs.



Health And Safety Materials
Tips sheets and presentations available to the public and

Federal Guidelines
Face covering, travel advisories, critical industry and general

Employee Wellbeing
Address worker stress, mental health, substance use and more.

- Also of Interest**
- NSC Launches SAFER Nationwide Task Force to Ensure Employee Safety...
 - Make a Difference; Donate to the NSC SAFER Initiative
 - Safe Actions for Employee Returns: Playbooks

Back by Popular Demand

Planning a *SAFER* Return Webinar Workshop – July 15th at 11 AM CT

Katherine Mendoza, NSC EHS manager, and Anthony Washburn, research associate for Campbell Institute and Work to Zero, walk through the *SAFER* framework and how to create a plan for a safe return to full operations.

- Register at nsc.org/SAFER and receive a FREE copy of the Return to the Workplace Playbook to help customize your own plan.
- Free for NSC members, \$199 for non-members.

THANK YOU!

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