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# Workplace Mental Health: A Call to Action

SEPTEMBER 11-14, 2016  
SHERATON HOTEL, ST. JOHN'S, NL.

**NATIONAL CONFERENCE 2016**

Health, Safety and Industrial Relations Training Fund

# Workshop

## Descriptions

### 1 Accommodation & Return to Work After Mental Illness

This workshop draws on the guidebook *Supporting Employee Success* which was developed in consultation with Union and management representatives across Canada. The guidebook helps users balance the employer's expectations with the workers current abilities when mental health is a factor. It also supports a discussion with the employee on what they need to do their job successfully. Workshop participants will gain:

- An understanding of the human rights duty to accommodate mental illness.
- Recognition of the distinction between medical and workplace information.
- How to identify abilities of employees who are experiencing mental health issues.
- A process for listing workplace resources and supports.
- An understanding of the guidebook and how to access it for use in their workplaces.

*Sarah Jenner is the National Manager, Mindful Employer & a Certified Psychological H & S Advisor.*

### 2 The Why and the What of the National Standard

The National Standard on Psychological Health and Safety in the Workplace (CSA Z1003/BNQ9700) is a landmark in the field of Occupational Health and Safety. To workers in those workplaces that adopt it, the Standard – when properly implemented – will offer the highest level of protection for their mental health available anywhere in North America.

The Standard builds upon a key principle of all the legal frameworks that guide our approach to OH&S across Canada – the “duty of care to provide a safe system of work”. As leaders charged with the responsibility to implement *mandatory* statutory regimes it is important for OH&S joint committee members to understand the intent and application of this *voluntary* Standard. In this interactive session you will learn how and why the Standard came to exist, examine its interwoven legal, social and scientific roots, and identify implications for OH&S committees who may soon be challenged with its implementation.

*Sari Sairanen is the Unifor Director, Health, Safety and Environment. She was a member of the Technical Committee that developed the National Standard.*

### 3 Solutions for Responding to Workplace Mental Health Issues

This workshop deals with the signs and symptoms that people with common mental health problems may experience. Participants learn to focus on observable behaviours and performance as indicators of possible problems and how to use the *MHW Shift Technique* – a strategy for responding when workers may be experiencing a mental health problem or illness.

Participants will have contact with employees who work and live with a mental illness, either live or through video. This workshop is highly interactive, with activities and discussion throughout.

*Renée Ouimet is Senior Consultant, Workplace Initiatives in the Ontario Division of the Canadian Mental Health Association.*

### 4 Safe and Sane: Your Take on What it Takes

The Health, Safety and Industrial Relations Training Fund (HSIRTF) has been conducting Joint Labour-Management workshops across the country asking:

- What are your criteria for safe and sane workplaces?
- What do healthy industrial relations look like?
- What are our strengths when it comes to creating safe and sane workplaces?
- What approaches and programs are working?

We've compiled all of the information into an interactive workshop so that you can join the conversation. Hear about what's working from labour and management perspectives. Contribute your own take on what it takes to maintain safe and sane workplaces. Get inspired by the approaches and experiences of others and learn how to keep the conversation going at YOUR safe and sane workplace.

*Cathy Wills helps people create resilient and compassionate workplaces, families and communities. She is a Chartered Mediator and an Accredited Family Mediator with an MA in Conflict Studies. Website: [www.cjwills.com](http://www.cjwills.com).*

## 5 An Introduction to Mental Health First Aid

This workshop will introduce participants to the Mental Health First Aid Canada Basic 12-hour course. The workshop will outline the 12-hour course objectives, methodology, and lessons learned from its implementation in numerous workplaces.

Note that while the workshop will highlight different types of mental disorders and critical first aid skills for dealing with situations such as substance abuse and panic attacks, it is not designed to replace the 12-hour course.

**Steve Tizzard** is a Unifor Local 2121 representative on the Hibernia Platform Health and Safety Committee and a founding member of the Offshore Wellness Committee which encompasses both onshore and offshore staff in the oil and gas industry. Steve is a Certified Mental Health First Aid Instructor.

## 6 Implementing the National Standard

This workshop will feature a 'live case', representatives from a Canadian workplace who will share their story and lessons learned along their journey to implement the National Standard for Psychological Health and Safety in the Workplace. The workshop will also 'walk you through' *Assembling the Pieces: an Implementation Guide to the National Standard for Psychological Health and Safety in the Workplace*. Developed by The Mental Health Commission of Canada (MHCC), along with the Canadian Standards Association and the Great-West Life Centre for Mental Health in the Workplace, the guide is designed to support organizations from the planning stages through to full implementation of the National Standard.

**Nitika Rewari** and **Sandra Koppert** are Program Managers, Prevention and Promotion – Workplace Mental Health at the Mental Health Commission of Canada. Live Case: representatives to be identified.

## 7 Mindfulness / Personal Strategies for Managing Stress

Are you stressed out at work? Are you constantly on the run as you deal with the responsibilities of being a worker, union rep, manager, parent, life partner, and friend? Part of the 'sandwich' generation who are raising children while caring for aging parents? Having trouble finding time for yourself? Afraid you are heading for a burnout?

This workshop will provide you with practical tools for managing stress, preventing burnout and building

personal resilience. Relearn how to breathe and practice workplace yoga that doesn't require tights and a mat!

**Gerald Levine** is a practicing Family Physician and a facilitator of mindfulness meditation. Gerald combines his practise of traditional western medicine with mindfulness meditation to promote stress-reduction and life balance.

**Elizabeth Levine** is a Social Worker and Certified Soundwork Practitioner.

## 8 Disrespectful Behaviour – Yours, Mine and Ours

Many workplace bullies, including those in leadership roles, aren't aware that their behaviour may have been experienced as harmful by workers. What one person experiences as bullying, another experiences as good natured fun or helpful instruction. Investigations and accusations rarely result in healthy resolutions. What if we could prevent this unintentional behaviour before it begins?

Workshop participants will learn how to:

- Distinguish perception from intention – How might we impact others?
- Check our assumptions – How do we judge the motivation of others?
- Understand moral courage – How can we intervene effectively?
- Develop an approach to address disrespectful behaviour, even if it does not qualify as bullying or harassment.

**Mary Ann Baynton** is the Program Director for the Great-West Life Centre for Mental Health in the Workplace, Chair of the Technical Committee for the National Standard of Canada on Psychological Health and Safety in the Workplace, and principal of Mary Ann Baynton & Associates.

## 9 Preventing Violence at Work

Workplaces are expected to identify, prevent and manage cases of workplace violence. The ability to identify and understand risk factors affecting workplace violence (including intimate partner violence) can assist in the reduction of violent incidents at work. In this workshop, attendees will be introduced to the field of violence threat assessment. Three general processes will be explored (unstructured professional judgment, actuarial risk assessment, and structured professional judgment).

The workshop will also address the impact of mental health on violence and the prevalence, destructive impact,

and puzzling success of psychopathic personality disorder within the workplace.

**Tracey Marshall** is the president of Threat Management Matters Inc. and a Licensed Private Investigator. She has over 20 years experience as law enforcement officer serving most recently as a Detective in the Threat Assessment Unit in the Durham Regional Police Service.

## 10 Trauma at Work

Many Unifor members work in ‘high risk’ work environments where the risk of severe accidents or even death is very real. In this workshop you will explore:

- The different types and patterns of traumatic stress and the factors that increase risks for each.
- What employers and unions can do to prepare employees for exposure to traumatic incidents at work.
- How to build protective factors into the way work is done to prevent exposure to trauma and the risk for traumatic stress reactions.
- How to respond to employees who are experiencing the negative effects of exposure to trauma at work.
- How to ensure that service providers and compensation services can identify and treat traumatic stress and the other associated disorders.
- How to put in place supports and interventions for employees and family members to enhance their recovery and resilience.
- How to build organizational and community awareness and support to effectively respond to traumatic incidents.

The workshop will include practical examples of effective interventions, tools, techniques and procedures along with examples drawn from events such as the tragic workplace explosion and fire that killed and injured many in Prince George, BC.

**Dr. Wayne Corneil** was one of the first Canadians to train and conduct research in traumatic stress. Since working with those affected by the Gander and Swiss Air crashes he has led the creation of programs for traumatic stress across Canada and abroad.

## 11 Workplace Strategies for Mental Health

This workshop focuses on 3 common workplace mental health issues:

**Burnout:** learn the signs and symptoms to watch for and proactive steps for prevention that can help reduce the impact of burnout on employees and workplaces.

**Dementia:** explore how to be prepared to address this issue in the workplace including accommodations that may be offered.

**Employees who are Caregivers:** 1 in 4 Canadians is providing care to family or close friends. Learn what can be done to support employees who are caregivers.

**Louise Chénier** is the Manager of Workplace Health and Wellness Research with the Leadership and Human Resources Research Division of The Conference Board of Canada.

## 12 Breaking the Silence

Co-workers are often the first to recognize changes in their workmates’ behaviour and/or work performance but aren’t sure what to do. They may ignore the issues, react in a negative way, or “cover” for a peer who does not carry his / her fair share of the workload. When such issues are not addressed, the colleague’s health may deteriorate and the work environment can become toxic. This session begins to build the skills so you can help colleagues who may be dealing with mental health challenges.

**Loretta Brill** is the founding partner of Nxknowledge Corporation whose Breaking the Silence programs and services employ pragmatic best practices in increasing one’s level of comfort and skill at having sensitive conversations about mental health challenges in the workplace.



Courtesy Newfoundland and Labrador Tourism

# Highlights

## INSPIRING SPEAKERS

### ■ STEVEN PAGE

A witty, articulate and mesmerizing speaker, singer/songwriter Steven Page is probably best known as a founding member of The Barenaked Ladies with whom he toured the globe and sold millions of albums. On his own, Steven continues his artistic evolution with a diverse array of solo projects. To that end, he has composed five Stratford Festival scores, collaborated on two releases and toured with Toronto's innovative Art of Time ensemble and journeyed across North America as host of TV's *The Illegal Eater* while continuing to write, release and perform his original music. In 2011 – as a guest host on a CBC's "The Current" Steven acknowledged his own struggles with depression and since then, has supported many mental health awareness events encouraging others to share their stories and seek help; *"When we educate everyone about the truths and myths of mental health, we can open up dialogue, and get down to the business of promoting good mental health."*



### ■ LOUISE BRADLEY

President and Chief Executive Officer - Mental Health Commission of Canada  
A proud Newfoundlander, Louise started her career as a registered nurse in Corner Brook, Newfoundland, where she discovered an immediate passion for mental health. Louise's work has taken her across the country, where she has held a range of positions across the health sector. From front-line nursing, to forensic and corrections care, to research, teaching, and large-scale hospital administration, Louise has seen mental health issues on the ground and at the highest administrative level. Louise became President and CEO of the Mental Health Commission of Canada in 2010, after serving as Senior Operating Officer for the University of Alberta Hospital, one of Canada's leading clinical, research and teaching hospitals.

### ■ HMDC AND UNIFOR LOCAL 2121

2015 Gold Winner, Workplace Psychological Safety, Canada's Safest Employers Awards. The Hibernia Management and Development Company (HMDC) operates the Hibernia platform, an offshore oil drilling operation off the coast of St. John's, N.L. Five hundred employees work three weeks on, three weeks off, with 270 workers on the platform at any given time. Learn how union and management are meeting the challenge of ensuring both a physically and mentally healthy workplace in such a demanding work environment.

## OPENING RECEPTION

### Sunday Evening

Meet your fellow delegates and reconnect with old friends while sampling local craft beer and rum and savouring hors d'oeuvres. Music will add to the atmosphere and local dignitaries will also be in attendance.

## PRACTICAL WORKSHOPS

Choose from a range of ½ day workshops led by facilitators who are leaders in their fields.

## DINNER & ENTERTAINMENT

### Monday Evening

#### RALLY IN THE ALLEY

Traditional Fish and Chips Dinner.  
George Street Pub Crawl. Local entertainment and cultural experience. An Irish Step Dance lesson, a Newfoundland Sing-a-Long and a Newfoundland Screech-In. *You won't want to miss it!*

## GUEST TOUR

### Tuesday

Get a feel for the history, legend and lore of St. John's, the oldest community in North America. Visit **Cape Spear**, the most easterly point of land in North America.

# Travel & Expenses

## Union Delegates

If travelling by air, please book your flights directly on the Air Canada Website or by calling 1-888-247-2262 and quote Promotion Code **D8M6VU41**.

Delegates driving to the conference shall be reimbursed \$0.48/km up to the cost of airfare.

Expense forms will be provided at the conference for travel, hotel and other expenses such as parking at your home airport. Expenses will be reimbursed only to Locals/Units, not to individual delegates. Expense forms must be submitted no later than **November 30, 2016**. Receipts must accompany all expense claims. For reimbursements of airline tickets a copy of the email confirmation or other proof will be required. Incidentals and other costs are the responsibility of individual delegates.

Locals | Units sending delegates above their entitlement will be required to pay for all their expenses related to the conference, and these delegates pay a higher registration fee than regular delegates pay.

## Management Delegates

The HSIRTF will **not** reimburse management delegates for any expenses incurred in attending the conference.

You can make your own travel arrangements. However, arrangements made with Air Canada and Sheraton Hotel **are** applicable to you.



## HOTEL ACCOMMODATION

A block of rooms has been reserved at the Sheraton Hotel. Delegates must book their own hotel rooms by **August 11, 2016, 5pm Newfoundland Standard Time (NST)**. Delegates will pay for their room and Locals | Units will be reimbursed by the HSIRTF for all regular delegates. Reservations can be made directly with the Sheraton by calling the Reservations Department at 1-888-870-3033 and identifying yourself as being with Unifor.

Online booking is also available at <https://www.starwoodmeeting.com/StarGroupsWeb/res?id=1602183640&key=2FA67894>

Delegates may have one guest stay in their room without being charged an additional fee. Delegates are responsible for paying the additional fee if they have more than one guest staying in their room. We have obtained the best possible room rate. Delegates may take advantage of this rate, at their own expense, for the 3 days prior to and the 3 days following the conference.

## REGISTER EARLY AND SAVE

	Early Bird Rate By May 27, 2016	May 28 – July 11, 2016 (or at conference)
Union Delegates and Management Delegates	\$200	\$275
Guests and Delegates above Entitlement	\$300	\$375

Both Union delegates and Management delegates must send in a registration form.

### You can register by fax, mail or online.

To register online go to [HSIRTF-FFSSRI.unifor.org](http://HSIRTF-FFSSRI.unifor.org)

The deadline for registration is **July 11, 2016**. **Register early, space is limited.** Additional delegates above the Local | Unit's entitlement will be accepted on a first-come, first-served basis once we have confirmed attendance by all regular delegates.

Please make cheque payable to the "HSIRTF National Conference".