



MH

WE CAN HELP

With Psychological Health at work

## OUR SERVICES

Peer Support Program

National Standard - Psychological Health and Safety at work

Corporate Culture Alignment

Training and Workshops - Unions

Leadership Program for Executives

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## HELP YOUR UNION STEWARDS SUPPORT EMPLOYEES WHILE STAYING HEALTHY

### DID YOU KNOW THAT:

Union Stewards often find themselves on the front lines of SUPPORTING employees struggling with extreme levels of stress (psychological distress), and may not feel comfortable and confident in this role?

#### Does your Stewards:

- 🕒 Understand the extent of their responsibilities towards a member struggling with psychological distress or a mental health problem?
- 🕒 Feel comfortable with supporting needs, asking probing questions, and determining if and how to follow up with a member?
- 🕒 Know what community and clinical resources could be helpful, and how to connect with these resources?
- 🕒 Network with other stewards and internal resources to learn, collaborate, and support each other?
- 🕒 Effectively manage their own stress and health needs, and when necessary reconcile moral conflict when they feel unable to provide adequate support.
- 🕒 Find a balance between supporting others and maintaining their own mental health?

### Training and Workshops - Unions

This service offer is linked to the following requirements in meeting the: **National Standard of Canada - Psychological Health and Safety**

- 4.4.2 Preventive and protective measures
- 4.4.3 Education, awareness, and communication
- 4.4.6 Competence and training

**What:** Skill Development Program (10 to 40 candidates)

**Duration:** 2 days of facilitated learning

**For whom:** **Union Stewards**

**Type of training:** This training program uses a participative approach that engages all participants – a well-tested approach that has evolved over 15 years.

**Organizational challenge targeted by this training:** This training program plays a role in enhancing the support offered to members while protecting the mental health of Union Stewards. The goal is to re-humanize workplace interactions and impact organizational culture.



If the answer is NO to most of the questions above, here is our service:

**Within your role as a Union Steward, support employees struggling from Mental Health problems at work**

Psychological distress is increasingly part of everyday life and the impact is multiplied by stigma within the organization. Employees often turn to their union representative for support. This training helps to adapt to this reality and grows the skills and confidence of union stewards as a complement to their traditional role.

At the end of this training program the Union Steward will be able to recognize, establish and respect the limits of the support offered to members as well as develop strategies to maintain their own mental health.

**Topics covered during the training:**

- The basis for sound workplace employee mental health support.
- Recognizing, establishing and respecting boundaries.
- Exploring self-awareness and values.
- Enhancing communication and interaction skills for conversations related to psychological distress.
- Self care.

**Discussions on the following topics related to organizational culture will be integrated:** re-humanizing the workplace, management of ethical behaviour, find solutions without addressing the medical record and within the bounds of confidentiality.

**All sessions are tailored to the needs of each organization. Additional modules are available to leverage this basic training program.**

