

10 Discussion Themes

1. Workplace culture & mental health – Total Worker Health
 - Reducing stigma
 - Improving mental health support mechanisms after critical incidents
 - Peer support programs (e.g., “I got your 6”)

2. Business Case - Leveraging workers' compensation and health benefits data to demonstrate the link between better mental health and reduced workplace incidents


- Potential for mental health initiatives to lead to reductions in insurance premiums and health costs if the connection can be shown
- Proposal for a national index or standard to assess the effectiveness of mental health initiatives
- Emphasis on collecting long-term data to demonstrate the return on investment (ROI) and value on investment (VOI) for mental health or worker well-being programs

3. Hiring challenges and union dynamics

- Employee involvement in union contract negotiations to improve mental health and well-being
- Industry is at peak demand while suffering a labor shortage

4. Outdated infrastructure and designing for the future of work

- Tilcon Connecticut example: 100-year-old plants versus new plant designed to operate on a 40-hour workweek

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5. Impairment in the workplace (e.g., marijuana, opioids, alcohol)
 6. Fatigue in the workplace
 7. Financial stress and mental health
 8. Connection(s) between workers' mental and physical health
 9. Primary care access and health costs
 10. Mental toughness and resilience