TOOLBOX TALK #10

Navigating Job Loss

NMC
NORTHERN MIDWEST CARPENTERS

Job loss can have a significant impact on our lives - especially in the construction industry, where work can be project-based or seasonal. For tradespeople, it is a common challenge many of us face throughout our careers. This Toolbox Talk will explore the factors of job loss, the emotions that often come with it, and the support resources available to help you navigate these difficult times.

The Vulnerability of Construction Workers to Job Loss

The construction industry is unique. It is heavily influenced by factors like the economy, seasonal changes, and project availability. This means:

- **Short-term projects**: Jobs in construction can be temporary, lasting only until the project is complete.
- **Seasonal**: Depending on the region, weather conditions can determine when work can or can't be done.
- **Economic factors**: Economic downturns, supply chain disruptions, or client cancellations can halt projects unexpectedly.

These factors can make job stability less predictable. For many construction workers, the reality of being between jobs is just part of the profession. However, this unpredictability comes with its own set of mental and emotional challenges.

The Mental Health Impact of Job Loss

You've worked hard, shown up early, stayed late, and pushed through tough conditions. So, when a job ends - whether it is due to seasonal shifts, budget cuts, or project completion - you may feel:

- **Stressed** about bills or supporting your family.
- **Anxious** about how long it will be before your next job.
- **Isolated** from your crew and daily routine.

These feelings are normal, but that does not mean you have to handle them alone.

GROUP DISCUSSION:

1. What are the biggest challenges faced when work slows down?
2. What advice would you give to someone who just got laid off for the first time?

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You Are Not Alone: Support Is Here

As a member of the Carpenters Union, you have access to support through TEAM Wellness at Work and Ulliance. TEAM and Ulliance provide confidential mental health services for you and your family. Whether you are struggling with job stress, anxiety, depression, or just need someone to talk to - they are here for you.

They can help with:

- Referrals to mental health professionals.
- One-on-one counseling sessions.
- Advice on managing stress, relationships, finances, and more.

Confidential.

No cost to you.

Support for you & your family.

You are used to handling things with your hands, but mental health is not something you need to fix alone. Just like we don't build without the right tools - don't try to carry this load without support when you need it.

Take Action: Tools to Move Forward

When the job ends, take the opportunity to regroup and take action. The DISPATCH System is one of the best tools in your belt

This system helps you stay proactive and keeps your name top-of-mind when new job opportunities open up. It is important to keep your information up to date when active on the Ready-to-Work list.

SCAN THE QR CODE TO LEARN MORE ABOUT DISPATCH SYSTEM.

Tips for Navigating Job Loss

- **Stay connected**: Reach out to your crew or union business representative to stay updated on new job opportunities.
- **Keep moving**: Physical activity, even just a walk, can improve mood and reduce anxiety.
- **Ask for help**: Whether it is your union business representative, TEAM, Ulliance or a family member.

AVAILABLE RESOURCES

- 988 Lifeline: Available 24/7 for anyone feeling overwhelmed, in crisis, or needing someone to talk to. You do not have to be in a major crisis to call.
- TEAM & Ulliance (EAP Service): Offers free, confidential support for financial counseling, stress management, mental health, debt concerns, and more. They can help you create a plan and connect you with trained professionals.
- Your Union Representative: A trusted point of contact who can help guide you through available resources, benefits, or next steps if finances are affecting your ability to work or your emotional well-being.
- Additional national and state-by-state resources can be found by scanning the QR code or visiting www.nmcarpenters.com/programs/mental-health