



BUILDING A HEALTHIER CONNECTICUT

PRIORITIZING MENTAL HEALTH, SAFETY, & TOTAL WORKER WELL-BEING IN CONNECTICUT CONSTRUCTION

An estimated 83% of construction professionals experience behavioral health challenges during their careers.

Through the Foundation for Wellness Memorandum of Understanding (MOU), Connecticut's regional AEC leaders, labor organizations, and workforce boards have united to change job-site culture, eliminate stigma, and save lives.





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Our Industry Need

Construction leaders across Connecticut recognized a critical, unspoken crisis on job sites—high rates of mental health struggles, substance use disorders, and suicide—coupled with a lack of knowledge on where to turn for help.

The Statewide Partnership

Facilitated by Connecticut's 5 Workforce Development Boards (WDBs) and the AEC Regional Sector Partnership (RSP), industry leaders joined forces with the Community Health Center Association of Connecticut (CHC/ACT).

Integrated Care for Everyone

Community Health Centers (CHCs) offer integrated primary medical, behavioral health, and substance use treatment regardless of a patient's insurance status or ability to pay.

Job-Site Privacy Initiatives

To respect worker privacy, informational posters and crisis contacts are being placed directly in job-site facilities (such as porta-potties), allowing individuals to learn about services and seek help discreetly.

Learn About Community Health Centers (CHCs)

PATIENT-CENTERED MEDICAL HOME (PCMH)

CHCs treat the "whole person" by co-locating primary care, mental health counseling, and addiction recovery in a single supportive environment.

NO INSURANCE? NO PROBLEM

CHCs provide care on a Sliding Fee Scale based on household income. If you are uninsured or underinsured, you will never be turned away.

CONFIDENTIALITY SAFEGUARDS

Seeking behavioral health care through a local CHC is completely separate from your employer's HR or site management. Your personal health information is legally protected under HIPAA.

Read More

[WTNH: Construction industry leaders working to battle mental health, addiction in the industry.](#)

[Press Release: Improving Access to Behavioral Health Services for the Construction Workforce](#)

[MOU: Foundation for Wellness](#)



**Community Health Center
Association of Connecticut**



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HOW TO SPOT WARNING SIGNS

Behavioral & Mood Changes

Changes in Demeanor

Noticeable shifts in personality, such as sudden irritability, anger, anxiety, or unusual quietness on site.

Withdrawal & Isolation

Withdrawing from crew conversations, eating lunch alone, or avoiding interaction during safety huddles and breaks.

Loss of Interest or Engagement

Appearing distant, unmotivated, or expressing feelings of hopelessness about work or life.

Safety & Physical Indicators

Decreased Concentration & Focus

Uncharacteristic mistakes, difficulty recalling daily task instructions, or struggling with routine technical skills.

Safety Infractions & Tardiness

Increased near-misses, compromised safety protocol adherence, or frequent unscheduled absences and late arrivals.

Physical Exhaustion & Distress

Signs of chronic fatigue, extreme physical weariness, slurred speech, or unsteady motor coordination.

Substance Misuse Signals

Reliance on Pain Relief

Noticeably heavy reliance on prescription opioids or alcohol to manage chronic physical body pain from heavy trade labor.

Somatic Complaints

Frequent unspecific physical complaints (e.g., severe headaches, stomach distress) used to cover underlying anxiety or stress.



What to Do If You Notice These Signs

Speak Up with Care

You don't need to be a mental health professional to offer support. A simple, private conversation asking "Hey, I've noticed you seem a bit stressed lately—are you doing alright?" can open the door.

Connect to Confidential Care

Remind your peer or crew member that seeking support through local Community Health Centers (CHCs), union Member Assistance Programs (MAP), or the 988 Lifeline is completely confidential and protected.

Warm Hand Off: Plan For A Person In Crisis Guide from CIASP



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What to Expect When You Seek Help

Step 1: Outreach

Call or text 988 or visit a local CHC location.

Step 2: Intake & Privacy

Meet with a counselor in a confidential, judgment-free setting.

Step 3: Personalized Plan

Receive primary care, therapy, or recovery support tailored to your job and life schedule.



**Connected MIND MENTAL
HEALTH SCREENING**

**Take a brief, anonymous
online screening to check in
on your mind - it matters!**

Find a Community Health Center Near You

Download Job-Site Privacy Posters & Hard-Hat Decals

Read the Full CHC/ACT & AEC Case Study

The 5 Core **COMMITMENTS** to the Workforce

1

SAFE & STIGMA FREE JOB SITES

Prioritizing mental and physical health equally, ensuring dignity, and establishing clear pathways for workers to return to work following care.

2

ACCESSIBLE ON- SITE RESOURCES

Distributing 988 Crisis Lifeline materials, Member Assistance Programs (MAP), and Employee Assistance Programs (EAP) directly to crews.

3

NALOXONE & HARM REDUCTION AT WORK

Implementing workplace Naloxone programs, supplying First Aid stations, and offering free training via the Alliance for Naloxone Safety in the Workplace (ANSW)

4

PEER SUPPORT NETWORKS

Sponsoring peer-to-peer training networks and notifying trade recovery leaders when incident support is needed

5

CONTINUOUS IMPROVEMENT

Utilizing bi-annual self-evaluation scorecards to continually elevate safety and wellness standards across projects



COMMITMENTS

REGIONAL COALITION & SIGNATORIES

Spearheaded by the Connecticut AEC Partnership, Office of Workforce Strategy, and the Northwest Regional Workforce Investment Board, this pledge is backed by leading contractors, labor unions, and health advocates across Connecticut:

General Contractors & Builders

- A/Z Corp
- Arden Building Companies
- Babbidge Construction
- Bartlett Brainard Eacott (BBE)
- Camputaro & Sons
- Dimeo Construction
- Downes Construction
- DPR Construction
- Gilbane Building Company
- O&G Industries
- Stamford Wrecking Company
- Suffolk Construction
- Turner Construction
- Whiting-Turner

Specialty Contractors & Industry Partners

- Corporate Mechanical of New England
- Ducci Electrical
- McPhee Electric
- MJ Daly
- Concentra
- Century

Labor Unions & Training Centers

- Carpenters Local 326
- Connecticut State Building Trades (CSBTC)
- IBEW Local 90 & JATC
- Laborers Local 455
- New Haven Building Trades

Associations & Healthcare

- CT ABC
- Community Health Center Association of CT (CHC/ACT)
- Wellness Workdays

Is Your Company Ready to Lead?

Join Connecticut's leading construction organizations in prioritizing worker well-being.

[Download the official MOU & Self-Scorecard](#)

[Become a Signatory/Join the Pledge](#)



AWARENESS

National Industry Organizations & Websites

- Construction Industry Alliance for Suicide Prevention (CIASP): Offers suicide prevention toolkits, needs assessments, and hard-hat stickers specifically designed for construction job sites.
- Construction Working Minds: Provides mental health first aid guidelines, crisis response protocols, and manager training tailored for construction and trade leaders.
- OSHA Suicide Prevention in Construction: Official Department of Labor page featuring downloadable workplace posters, stand-down guides, and toolbox talks in both English and Spanish.
- Construction Mental Health Alliance (CMHA): Focuses on wellness education, reducing job-site stigma, and guiding employers through mental health program implementation.

Connecticut-Specific & Regional Support Groups

- CT 211 / Infoline: Connecticut's statewide directory for immediate housing, substance use, and community health navigation.
- National Alliance on Mental Illness (NAMI) Connecticut: Offers free peer-led support groups, family resources, and educational presentations for workplaces.
- CT Department of Mental Health and Addiction Services (DMHAS) Regional Behavioral Health Action Organizations (R BHAOs): Regional CT groups that provide free Naloxone (Narcan) training, site toolkits, and community crisis intervention resources.
- Labor Assistance Professionals (LAP) CT Chapter: Union-focused peer assistance groups offering confidential support for workers dealing with substance use and mental health challenges.

Specific Campaigns & Observances

- Hard Hat Courage Campaign: A national campaign providing suicide prevention resources, hard-hat decals, and toolbox talks designed for morning safety huddles.
- Overdose Awareness Day (August 31): A vital campaign for the construction industry that pairs well with site-level Naloxone/Narcan distribution and awareness training.
- National Recovery Month (September): Complements Construction Suicide Prevention Week by highlighting local substance use disorder recovery networks and peer support programs.
- 988 Lifeline Awareness / "Be the 1ToSuppress" Campaign: Materials promoting 988 awareness that contractors can display on site trailers, bathroom stalls, and safety bulletin boards.



SUPPORT

If you or someone on your job site is in immediate danger or experiencing a behavioral health emergency, reach out for confidential help right away.

FOR ACTIVE MEDICAL EMERGENCIES, CALL 911 IMMEDIATELY.

988 Suicide & Crisis Lifeline

Call or Text: 988 (Available 24/7, free, and confidential)

Online Chat: 988lifeline.org/chat

Spanish Support: Call 1-888-628-9454 or text 988

Immediate support for emotional distress, mental health struggles, or substance use concerns.

CT 211 Emergency & Mental Health Crisis Services

Call: 2-1-1 or 1-800-203-1234

Connects Connecticut residents to localized adult mobile crisis teams, emergency shelter, and substance recovery navigation.

Crisis Text Line

Text: HOME to 741741

En Español: AYUDA to 741741

Free, 24/7 crisis counseling via text message.

Building Trade Union Member Assistance Programs (MAP) & EAPs

Union Members: Contact your local trade union hall (IBEW, Carpenters, Laborers) to access immediate, confidential Member Assistance Program counselors.

Non-Union/General Employees: Reach out to your employer's designated Employee Assistance Program (EAP) administrator.

SAMHSA's National Helpline (Substance Use Support)

Call: 1-800-662-HELP (4357)

Free, confidential, 24/7 treatment referral and information service for individuals and families facing substance use disorders.

EMPLOYER RESOURCES

[The Alliance for Naloxone Safety in the Workplace](#)

[Construction Industry Alliance for Suicide Prevention \(CIASP\)](#)

[Substance Abuse and Mental Health Services Administration \(SAMHSA\)](#)

[CPWR Foundations for Safety Leadership](#)

[AGC Mental Health & Suicide Prevention](#)

[BuildWell Health & Wellness Workdays](#)

[Construction Safety Week & Mental Health Awareness Month](#)

[Construction Suicide Prevention Week](#)

Signatory Pledge & Recognition

MOU Signatory Commitment Form: Downloadable PDF allowing new contractors, engineering firms, and subcontractors to formally sign the Behavioral Health MOU.

Employer Wellness Scorecard: A brief self-evaluation checklist allowing safety officers to measure their company's job-site mental health readiness.





EMPLOYER RESOURCES

Core Policy & Operations Templates

Naloxone (Narcan) Job-Site Protocol & Policy: Printable template for establishing Naloxone storage, training, and emergency protocols in field trailers.

Toolbox Talk Guides: Downloadable 5-minute safety huddle scripts covering suicide prevention, stress management, opioid awareness, and mental health.

Return-to-Work & Light Duty Guidelines: Policy templates supporting workers returning from injury, medical leave, or without facing stigma.

Printable & Digital Resources

Job-Site Poster Pack: Downloadable printable PDFs for 8.5x11 site postings (including potty and break trailers, local CHC QR codes).

COMING SOON!

Job-Site Safety Plan: Downloadable template for site safety plans, including hazard identification, mitigation strategies, and emergency procedures.

Business Incentives

Work Opportunity Tax Credit: Quick-reference employer guide and link to the CT DOL portal for claiming federal tax credits when hiring second-chance talent or dislocated workers.

Worker Training: Contact details for regional WDB business services representatives to access wage-reimbursement funding for apprentices and new hires.

Hiring Guide: Guidance for AEC contractors on navigating CT's Clean Slate legislation and second-chance employment practices.