

Anayahait

To Be Safe



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CORPORATION

Safety Tip of the Month

Working Together to Address Workplace Stress and Mental Health

Stress can harm our health and contribute to mental health challenges. These challenges can include clinical mental illnesses and substance use disorders, as well as temporary emotional experiences such as stress, grief, sadness, and anxiety that are not part of a diagnosable condition.

While there are many factors in life that can cause stress, work is often one of them. However, the workplace can also serve as a vital source of resources, solutions, and activities designed to improve mental health and overall well-being.

Workplace stress and poor mental health can negatively impact employees in several ways, including:

- Job performance
- Productivity
- Work engagement and communication
- Physical capability and daily functioning

Working Together to Address Workplace Stress and Mental Health



Many factors cause stress. Let's work through it together.

Employers can:	Workers can:
<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Create a judgement-free, shame-free workplace. <input checked="" type="checkbox"/> Be transparent. <input checked="" type="checkbox"/> Provide access to mental health resources (e.g., workplace, state, federal programs). <input checked="" type="checkbox"/> Encourage workers to seek help when needed. <input checked="" type="checkbox"/> Train managers and supervisors to recognize and talk about mental health and substance use. 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Talk with coworkers and supervisors about workplace stress. <input checked="" type="checkbox"/> Share ideas about reducing workplace stress with management. <input checked="" type="checkbox"/> Take advantage of existing mental health resources. <input checked="" type="checkbox"/> Ask for help when needed.

Employers and workers together can:

- Talk openly about workplace stress and collaborate in identifying solutions.
- Monitor one another and talk about mental health concerns.
 - Learn the signs and symptoms of distress, including substance use and risk factors for suicide.
 - Watch for changes in attitudes and behaviors.
 - Tell someone if a person's signs or symptoms worry you.

Reducing workplace stress benefits everyone through:

<ul style="list-style-type: none"> • Enhanced quality of life • Lower blood pressure • Stronger immune system • Better sleep • More positive outlook 	<ul style="list-style-type: none"> • Increased productivity • Improved morale • Fewer sick days • Better focus • Fewer workplace injuries
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OSHA Occupational Safety and Health Administration • osha.gov/workplace-stress • 1-800-321-OSHA (6742) • @OSHA_DOL

[Workplace Stress - Overview | Occupational Safety and Health Administration](#)

[Helping Your Co-Workers and Yourself Address Mental Health](#)



Hard Hats vs Safety Helmets

The Future of Head Protection

Traditional hard hats and modern safety helmets serve different needs on today's worksites. Understanding the differences helps you choose the right protection for the job.

Traditional Hard Hats

Traditional hard hats remain common for basic construction and lower-risk industrial work. They provide top-impact protection but have notable limits:

- No side or rear impact protection
- Heavier and less ergonomic
- No chin strap, making them easy to lose during movement or falls

They're best used where **overhead hazards** are the primary concern.

Modern Safety Helmets

Modern safety helmets offer more complete protection for today's high-risk environments. They feature:

- Side, rear and top impact protection
- Lightweight, ergonomic design
- Chin straps for a secure fit
- Options for integrated eye, face or hearing protection

These helmets are ideal for **oil and gas, electrical work, working at heights, heat-intensive tasks** and other **hazardous environments**.

Choosing the Right Protection

- **Use Hard Hats For:** standard construction and low-risk areas
- **Use Safety Helmets For:** high-risk jobs, working at heights, electrical tasks and hazardous environments

In short, hard hats work for lower-risk tasks, but modern helmets offer better protection and comfort for most worksites.

OSHA's Updated Guidance

In a Nov. 22, 2023 bulletin, OSHA noted that traditional hard hats lack side-impact protection and chin straps. The agency now encourages employers to adopt modern safety helmets to improve workplace safety.



Stay Safe This Fall

Key Autumn Safety Tips

Slips, Trips, and Falls on Wet Surfaces

Fallen leaves, rain, and muddy walkways can create slippery conditions that increase the risk of slips, trips, and falls. These hazards are often overlooked but remain a leading cause of workplace injuries. To minimize risks:

- Keep walkways and entrances clear of leaves and debris.
- Wear slip-resistant footwear suitable for wet conditions.
- Clean up wet areas promptly and mark slippery zones when necessary.

Simple housekeeping and awareness go a long way in preventing injuries during the fall season.

Reduced Daylight and Visibility Hazards

Shorter days mean reduced visibility, which can create safety risks for outdoor workers and pedestrians. Poor lighting increases the chance of accidents while operating equipment, walking in dim areas, or navigating worksites. To stay safe:

- Use reflective gear and high-visibility clothing.
- Ensure adequate lighting in work zones and walkways.
- Adjust work schedules when possible to maximize daylight hours.

Proper lighting and visibility measures help prevent accidents and keep everyone safe as daylight decreases.

Fire Safety During Heater and Furnace Start-Ups

Cooler weather brings the return of heaters and furnaces, but improper use or maintenance can lead to fires or air quality issues. To ensure safety:

- Use only UL-listed space heaters on stable, non-flammable surfaces.
- Keep heaters away from combustible materials and never use extension cords.
- Turn units off when unattended.
- For HVAC systems, perform preventive maintenance—clean filters, inspect fuel lines, and check mechanical parts.
- Maintain good ventilation to prevent carbon monoxide buildup and ensure healthy indoor air.

Taking these precautions helps protect both workers and facilities during the fall and winter months.



Your Fall Safety Checklist

Top 10 Fall Safety Tips to Keep Your Workplace Safe

Every season brings its own set of safety challenges. While winter often sees an increase in slip and fall incidents, and summer brings risks like heat stress and dehydration, the fall season introduces shorter daylight hours, unpredictable weather, and new hazards that can affect both indoor and outdoor worksites.

According to the National Safety Council, nearly 4.6 million workplace injuries occur each year in the U.S.—many of which are preventable through proactive awareness and training. Keeping safety conversations timely and relevant helps employees stay alert, prepared, and engaged.

This list highlights the Top 10 Fall Safety Topics for 2025—a practical guide to reinforce safe habits, prepare teams for seasonal challenges, and strengthen safety culture across all industries.

Top 10 Fall Safety Topics

1. Slips, Trips, and Falls on Wet Leaves and Surfaces
2. Ladder Safety During Fall Maintenance
3. Reduced Daylight and Visibility Hazards
4. Cold Stress and Weather Transitions
5. Fire Safety During Heater and Furnace Start-Ups
6. Proper Leaf Blower and Lawn Equipment Use
7. Flu Prevention and Seasonal Illness Awareness
8. Driving and Equipment Operation in Wet or Foggy Conditions
9. Harvest Season Safety in Agriculture and Landscaping
10. Holiday Season Safety Awareness

By discussing these topics during team meetings or safety huddles, employers can help prevent injuries, boost awareness, and promote a proactive approach to seasonal safety.

For more information, visit [Top 10 Fall Safety Topics & Tips for Your Workplace](#).



Four-Step Reporting Process

October/November 2025 Update)

Report ALL bodily injury (workers compensation), property damage (automobile/building), and near misses/close calls. Below are the four steps for reporting an incident:

 **EVALUATE**
Evaluate the situation & determine if 911 should be called. When in doubt call 911.

 **CONTACT**
Contact your supervisor. Be prepared to give them the following information:
Who, What, Where, and When.

 **CALL**
Call your local Health and Safety team member:

Michelle Brickie	(UICGS) (Killeen, TX)	907.677.5219
Carl Nayakik	(UICAOD) (Utqiagvik, AK)	907.852.7469
Mauricio Gueco	(UICCS) (Anchorage, AK)	907.677.5265
Kevin O'Shea	(BT) (Anchorage, AK)	907.677.5292
Kenneth Scott	(UICGS) (Aberdeen, MD)	443.252.7074
Ron Hoon	(UICGS) (Lead, PA)	717.422.6626
Martanaze Hancock	(UICGS) (Springfield, VA)	703.399.9477
Aaron Ludwick	(UICGS) (Springfield, VA)	571.329.6618
Lila Spencer	(UICGS) (Springfield, VA)	703.562.0339
Michael Timo	(UICGS) (Portland, OR)	571.319.9490
Michael Hawkins	(UICGS) (Fac. Mgt.) (Springfield, VA)	703.405.0314
Bernice Oyagak	(UICCS) (UIC Municipal) (W&S) (North Slope, AK)	907.360.5047
Jason Howard	(UICGS) (Crane, IN)	812.854.3523
Christopher Monetta	(UIC) (Springfield, VA)	540.656.0740

 **COMPLETE**
Complete & return the **INOI** (Initial Notification of Incident) form(s).

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Let Us Go Without Injury

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