

Substance Use: Let's talk about it

In construction, about one in seven workers experience a substance use disorder — which includes overuse of alcohol, drugs or tobacco.

If that hits close to home for you or someone on your crew, you're not alone.

A substance use disorder is a health condition. It can happen to anyone. What matters is noticing early and knowing support is there.



What to notice

- More absences or showing up tired
- Trouble staying focused or alert
- Mood swings or pulling away from crew
- Using alcohol, pain meds, or other substances more often



How to help

- Speak with respect
- Be clear, not accusing
- Remind them there's private, judgement-free help available
- Share resources like Under the Hat

You don't have to fix it or call anyone out. Just notice and care.



Tip: During break today, check in with one person you haven't talked to lately. A quick "How's it going?" can mean more than you think.

Where to turn for confidential support



Under the Hat can connect you or your family to free, private support any time of day. Talk with someone who listens for free — no judgment and completely private. They can help with drinking, tobacco, pain meds, stress or whatever's going on.

Employee Assistance Program (EAP) providers vary from country-to-country and individual benefits packages. Please read the EAP eligibility statements noted within the materials under your country on UndertheHat.com.

CREW SIGNATURES

Project:		Supt:	
Date:		Foreman:	

Topic:

Crew Member Names
