TOOLBOX TALK

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

- Check in one-on-one
- Listen without judging or trying to fix everything
- Remind them there is confidential help available
- Offer a next step: Under the Hat Resources

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 connects you and your family with free, confidential support—any time, day or night. Talk with someone who will listen without judgment. Your conversations are completely private.

Employee Assistance Program providers vary by country and individual benefits package. Please review the eligibility statements under your country on UndertheHat.com.

CREW SIGNATURES

Project:		Supt:	
Date:		Foreman:	

Topic: Substance Use

Crew Member Names
