

- **Menu**

- Philly Cheesesteak Sliders
- Red Skin Potatoes
- Salad Bar

- Dessert

- Rice Krispie Treats
- Scotcheroos

- Drinks

- Soda/Water

PLEASE

SILENCE

YOUR CELL PHONE



Follow us for Updates!

Please like and follow our Face Book Page

<https://www.facebook.com/profile.php?id=61570411467592>



UPCOMING TOPICS/SPEAKERS

- ✓ September 16, 2025 – Active Shooter Training
- ✓ October 21, 2025 – Forklift/Warehousing Safety
- ✓ November – Cold Emergency

Dates are also located on the Black Swamp Safety Council Website





Bureau of Workers' Compensation

AUGUST SAFETY COUNCIL UPDATE

Black Swamp Safety Council

Dayna Noble

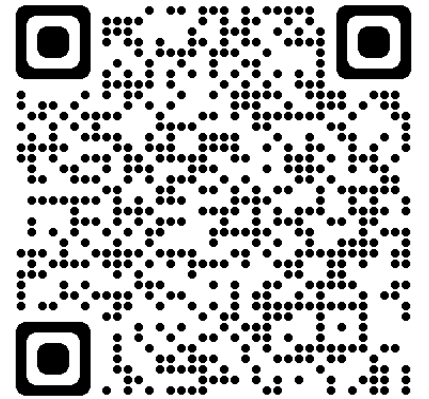
Safety Consultant

Toledo Service Office

567-204-8917

Dayna.N.1@bwc.ohio.gov

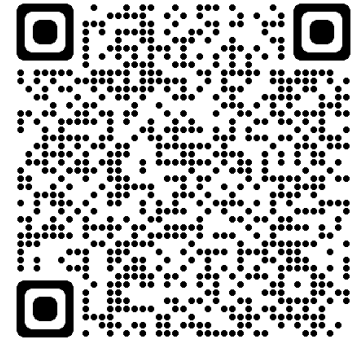
bwc.ohio.gov




MONTHLY LEARNING AUGUST

August 26 - Effective safety teams
Canton Service Office

August 26 - Safety fundamentals examination associate safety professional (ASP) review
Indiana Wesleyan University, Independence, OH



bwclearningcenter.com

 In-person classes and virtual training classes (VTC) qualify for Safety Council rebate external training credits.

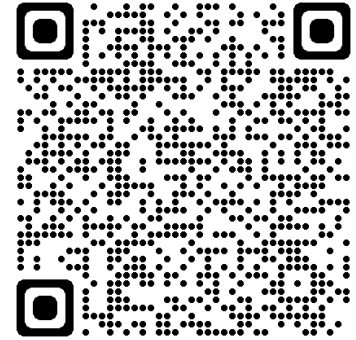
MONTHLY LEARNING SEPTEMBER

September 10 - Electrical basics
Cincinnati/Springdale Service Office


September 16 - 17 - OSHA 10: Industry safety basics
Indiana Wesleyan University, Independence, OH

September 23-24 - OSHA 10: Industry safety basics
Bowling Green State University

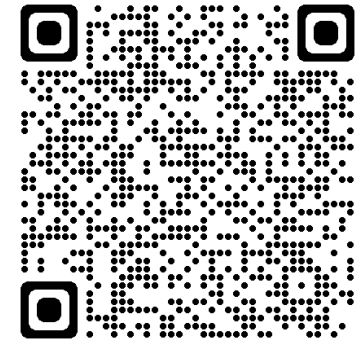
September 23-24 - OSHA 10: Industry safety basics
Canton Service Office



bwclearningcenter.com

 In-person classes and virtual training classes (VTC) qualify for Safety Council rebate external training credits.

VIRTUAL TRAINING AUGUST & SEPTEMBER



bwclearningcenter.com

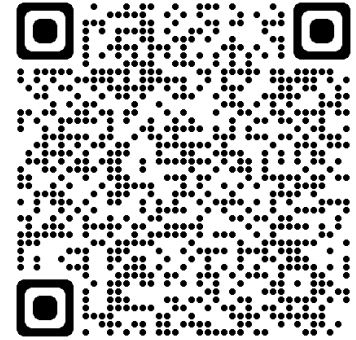
- **August** – No virtual training
- **September 4** – Confined space: Identification and safe practices workshop
- **September 9** - Work zone traffic control and safety
- **September 17** - Violence in the workplace
- **September 25** - Job safety analysis



In-person classes and virtual training classes (VTC) qualify for Safety Council rebate external training

WEBINARS AUGUST & SEPTEMBER

- **August** – No webinars
- **September 10** – The safety dance: Navigating ethical considerations in safety practices



bwclearningcenter.com

💡 In-person classes and virtual training classes (VTC) qualify for Safety Council rebate external training credits.

PRIVATE EMPLOYER IMPORTANT DATES - AUG. & SEPT.

- **August 31** - PA PY 2024 payroll true-up report and payment deadline
There is no grace period
- **August 31** - Self-insured assessment payment due – second half
- **September 15** - PA Individual retro billing invoice mailed for previous policy year
- **September 30** - PA snapshot date for experience calculation

PUBLIC EMPLOYER IMPORTANT DATES – AUG. & SEPT.

- **August** - No PEC deadline dates
- **September 30** - PEC claim impact reduction program (CIRP) training requirement deadline
- **September 30** - PEC drug-free safety program (DFSP) annual report due
- **September 30** - PEC last date to request change in estimated annual payroll exposure PY 2025

BOX CUTTER SAFETY



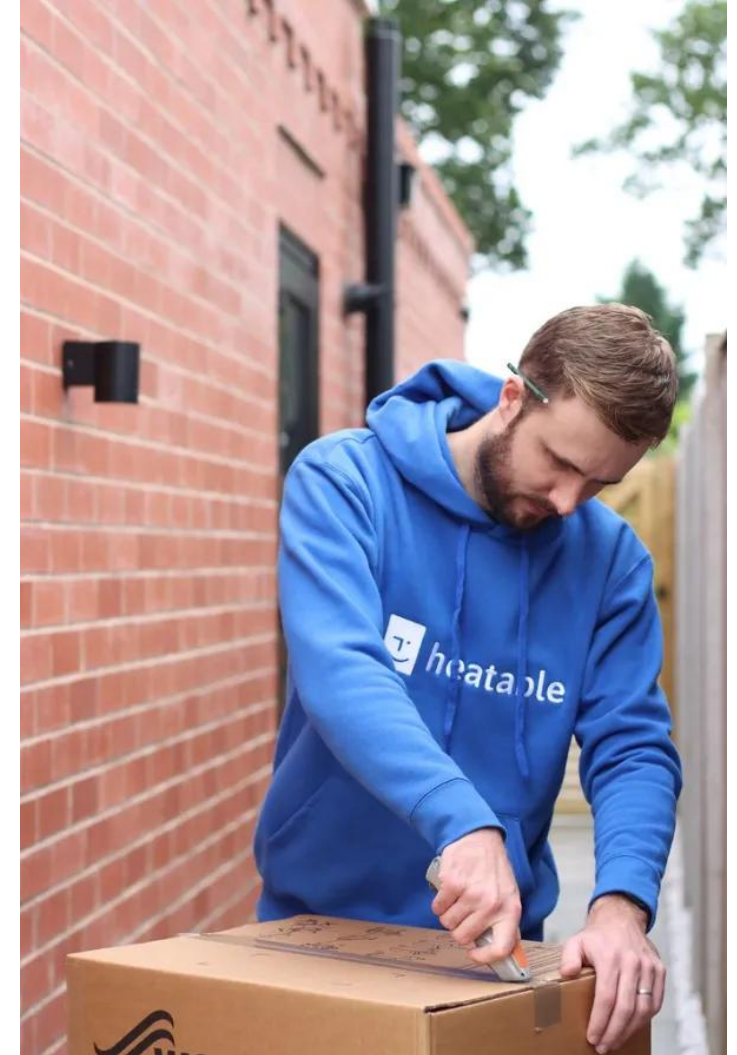
**Bureau of Workers'
Compensation**

RIGHT TOOL FOR THE JOB

- Don't use the blade as a screwdriver or pry bar
- Keep the blade as short (retracted) as possible
- Choose the right blade:
 - Serrated edges are better for cutting cardboard, plasterboard, and rope
 - Rounded tip blades will cut but not penetrate
 - Hook blades aid in piercing and controlling the cut
 - Snap-off blades allow you to break off the dull portion and immediately use the sharp edge

CORRECT USE

- Apply consistent pressure; do not exert excessive force when cutting
- Always cut away from your body
- Keep fingers and hands away from the blade and the cutting path
- Don't hurry
- Use a sharp blade



CARE AND STORAGE

- When disposing of blades, place them in a designated container
- Always keep the blade retracted when it is not in use
- Store them in a drawer or toolbox
- Keep it clean and free of debris



OFFICE OF SAFETY SERVICES – WE ARE HERE TO HELP

On-site safety consultations

Workplace hazard assessments

Ergonomics and process safety reviews

Industrial hygiene testing

Training and education courses

Grant opportunities for safety equipment





Bureau of Workers' Compensation

BWC.Ohio.gov

Karen VonDeylen

- Karen VonDeylen is a Licensed Independent Social Worker with over 17 years of experience serving the Four County Area. She earned her Bachelor's Degree in Social Work from Bluffton University in 2008 and her Master's of Social Science Administration from Case Western Reserve University in 2014. Karen has delivered mental health services across a variety of settings— including in office, homes, schools, and the Northwest Ohio Juvenile Detention Center (NWOJDC).
- Since 2016, she has chaired the Four County Suicide Prevention Coalition, leading efforts to raise awareness and reduce stigma surrounding mental health. Currently, Karen serves as the Prevention Manager at Maumee Valley Guidance Center, where she focuses on promoting mental health education and suicide prevention across local communities.

WHAT IS STRESS?

- Physical, mental, or emotional strain or tension
- Highly personalized
- A condition or feeling experienced when a person perceives that **demands exceed the personal and social resources**
- Stress can become Distress



EFFECT OF STRESS



Physical



Mental/Emotional



Behavioral



Relational



The American Institute of Stress

- 80% of workers feel stress on the job
- Nearly 50% say they need help learning how to manage stress; 42% say their co-workers need such help
- 40% of workers report their job is very or extremely stressful
- 25% of workers view their job as the number one stressor in their life
- 25% of workers felt like screaming or shouting because of job stress
- 10% are concerned about an individual at work becoming violent
- 14% felt like striking a co-worker in the past year
- Job stress is more strongly associated with health complaints than financial or family problems

BURNOUT



The state of chronic stress that leads to:

- Physical and Emotional Exhaustion
- Cynicism and Detachment
- Feelings of ineffectiveness and lack of accomplishment

BURNOUT

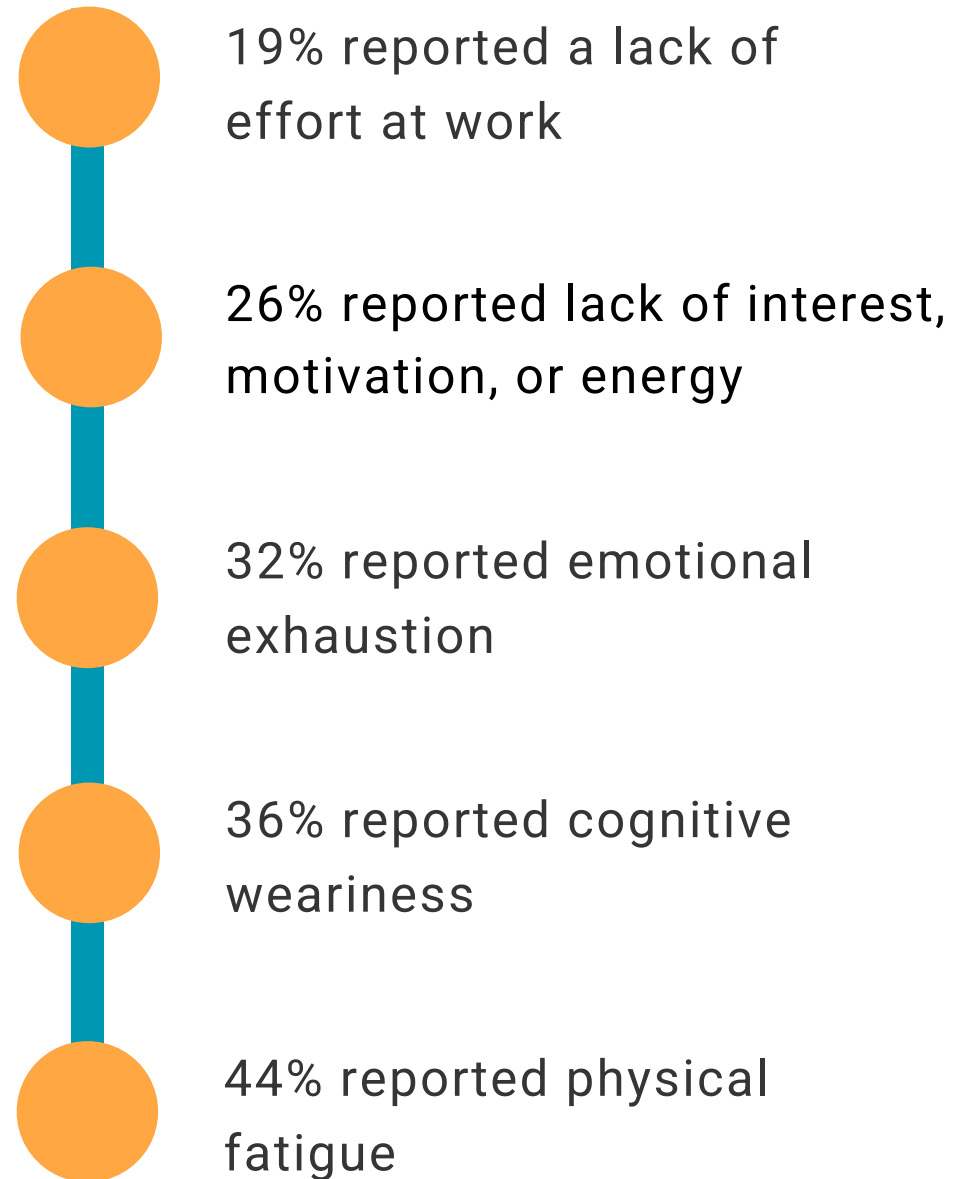
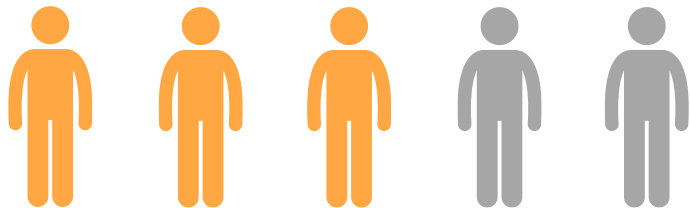


3 Dimensions of Burnout:

- Feelings of energy depletion
- Increased mental distance from one's job
- Reduced professional efficacy

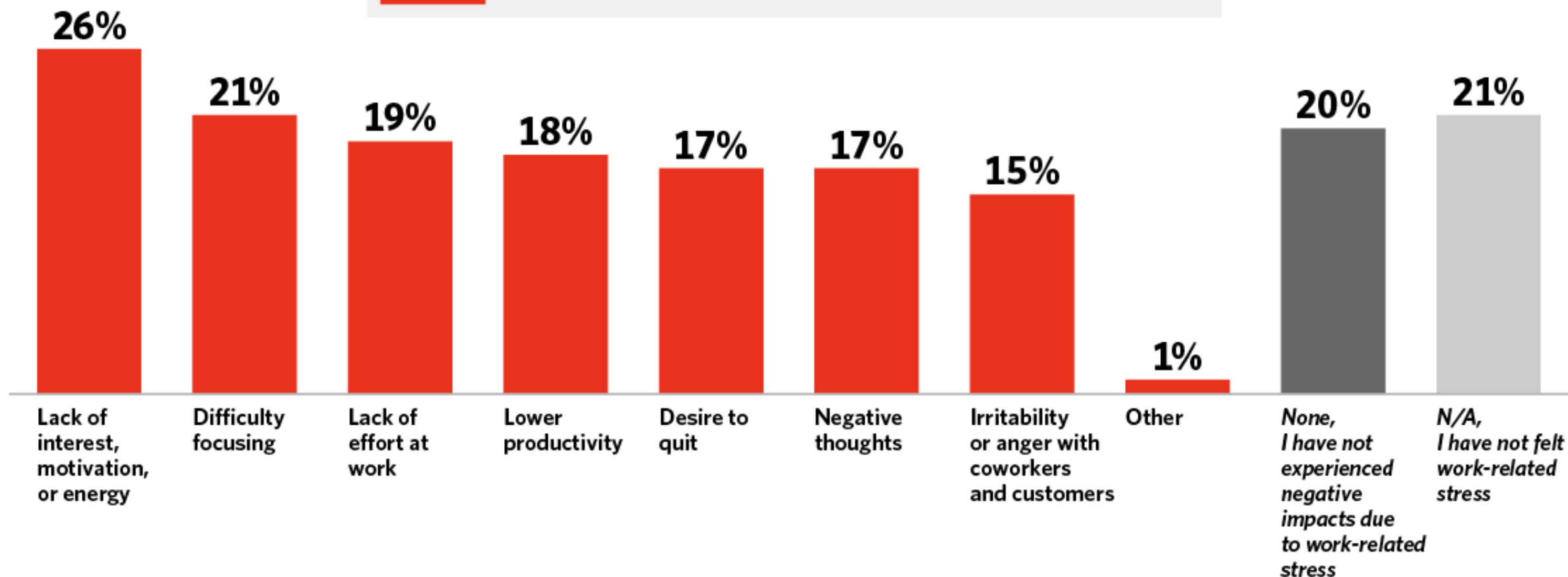
BURNOUT DATA

- 79% report experiencing work-related stress in the month before the survey.
- Nearly 3 in 5 employees reported negative impacts of work-related stress

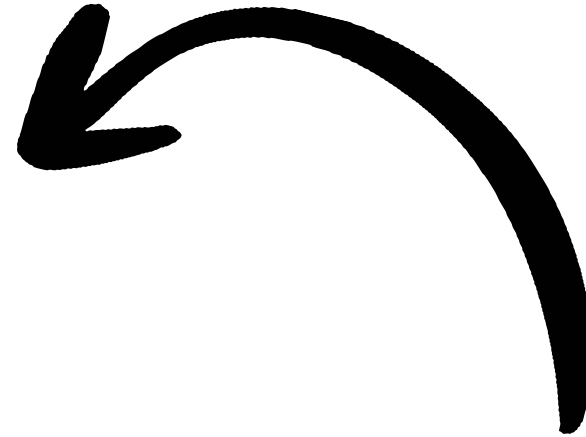
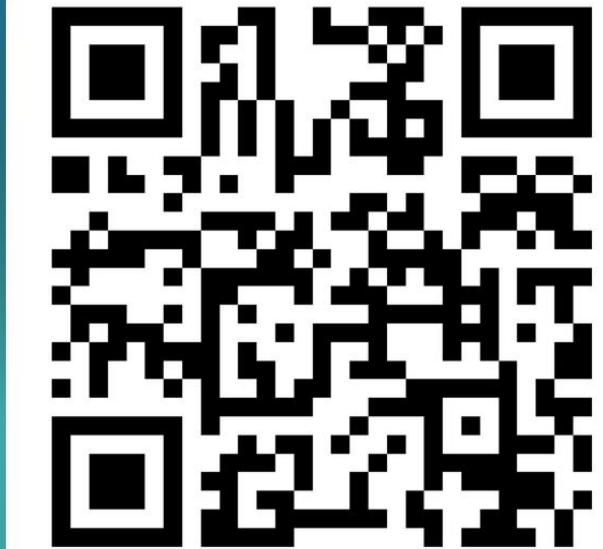


EXPERIENCES DUE TO WORK-RELATED STRESS IN THE PAST MONTH

59% experienced negative impacts of work-related stress (NET)

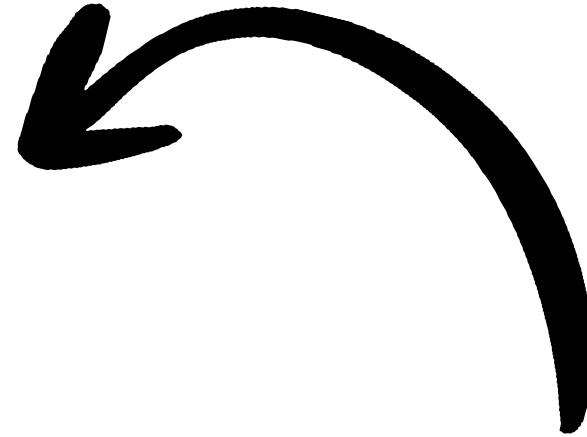


What are safety concerns for high stress and burnout?



Scan the code to provide
your response

What is the economic impact of mental health on the US economy?



Scan the code to provide
your response

MENTAL HEALTH IMPACTS ON EMPLOYERS

Over 46 million Americans live with a mental illness



The economic impact of mental health, costing then US \$477.5 billion



Untreated depression found to cost \$9,450 per employee, per year

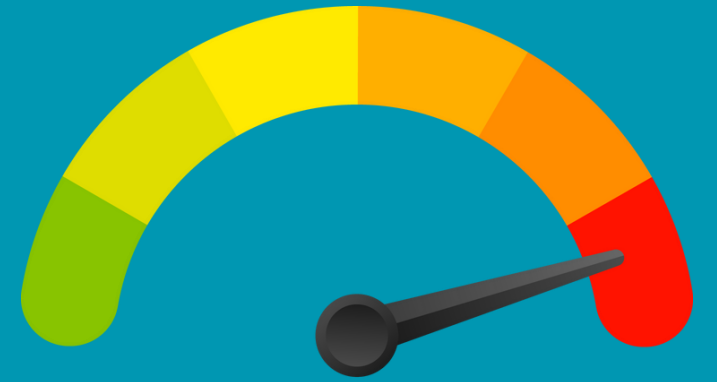
48-50% of all costs is associated with costs to lost productivity, absenteeism and disability

Only 43% of all people with a mental illness receive treatment

80% of employees treated for mental illness report improved levels of work efficacy and satisfaction

Mental Illness is the #1 cause of disability in the US

Risk Factors for Mental Illness



- Physical or Biological (family history, other health concerns)
- Psychological (stress, trauma)
- Social (poverty, isolation, changes)

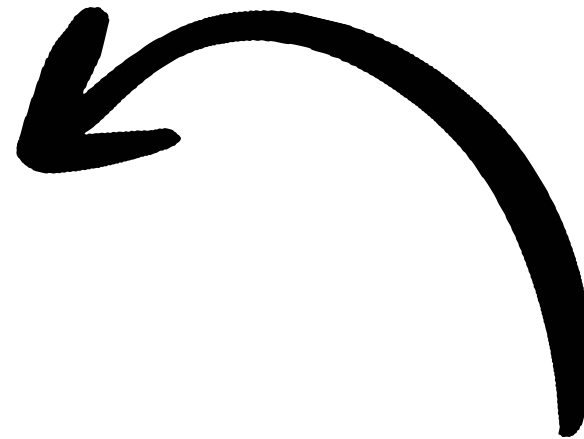
Key Factors

Both the content and context of work can play a role in the development on mental health distress or illness.

- Workload (both excessive and insufficient work)
- Lack of participation and control in the work place
- Monotonous or unpleasant tasks
- Role ambiguity or conflict
- Lack of recognition at work
- Inequity

- Poor interpersonal relationships
- Poor working conditions
- Poor leadership and communication
- Conflicting home and work demands
- Uncomfortable physical working conditions

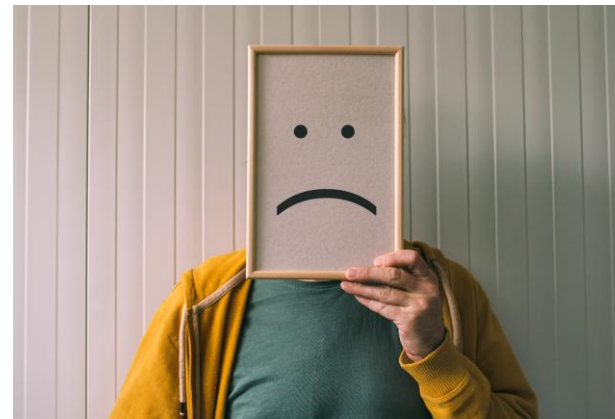
What is a sign of distress you might notice in
an employee?



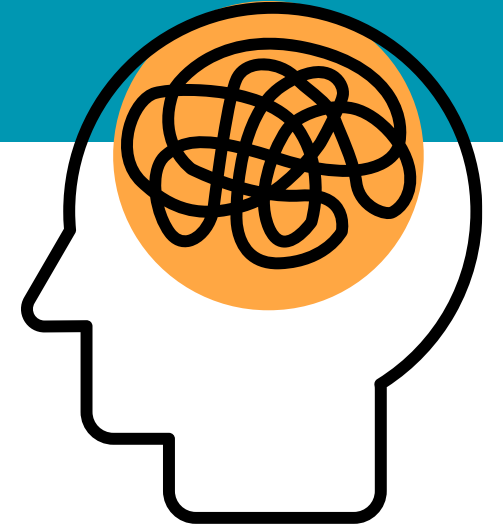
Scan the code to provide
your response

Signs of Distress

- Pulling away from people and things
- Having low or no energy
- Feeling numb or like nothing matters
- Having unexplained aches and pains
- Feeling helpless or hopeless
- Misuse of substances or alcohol
- Feeling “Stuck”
- Fighting with family, friends or co-workers
- Unable to get rid of troubling thoughts and memories
- Thinking of hurting or killing yourself or someone else
- Unable to perform daily tasks
- Feeling unusually confused, forgetful, on edge, angry, upset, worried, or scared



Signs of Distress at Work



- Unusual irritability
- Avoidance behavior
- Disruptive Behaviors
- Attendance Problems
- Presenteeism
- Overly sensitive to instruction.
- Unusual or out-of-character anger.
- Expressing feelings of guilt.
- Isolation around the breakroom or at training events.
- Fatigue or loss of energy compared to past history during shift.

Show you Care

It's **okay** to feel that way

Tell me **more** about it

I'm **here** for you



Talk in private. Be open and honest.

Use “I” statements: “I have noticed...” or “I am concerned because...” tells someone you care & are concerned.

Listen without judgment.

Do not compare situations, problems, or reactions.

Do not minimize their experience or feelings.

Creating a Psychologically Safe

A psychologically safe workplace is one that promotes employees' psychological wellbeing and actively works to prevent harm to employee mental health.

- Leadership that is engaged with employees and listens to feedback
- Decision making processes that include employees
- Management staff trained in basics of mental health and how to respond to crisis
- Creating a stigma-free environment

- Creating a culture of trust, support, and confidentiality
- Understanding how to help employees access services, such as EAP
- Encouraging social connectedness in the workplace
- Promoting self-care

Strengthening Prevention and Treatment

- Ensuring employer health care coverage includes annual mental health screenings
- Providing employer health care coverage that includes behavioral health treatment
- Adopting policies and programs that reduce common workplace stressors (stress management programs, wellness programs)
- Ensuring workplace culture that supports using paid time off for supporting mental health
- Implement a flexible return-to-work policies for employees returning after time off due to mental illness
- Providing accommodations
 - [Mental Illness is covered under the ADA](#)

Mental Health Resources for Employers



[National Safety Council](#)

[Cost Calculator](#)

[OSHA](#)

[CDC](#)

[Ohio Suicide Prevention Foundation](#)

[Credible Minds](#)



In the US over 47,000
people die by suicide
each year.

Suicide Risk Factors



- Age
- Gender
- Socially Isolated
- Survivor
- Life Changes
- Past Attempt
- Substance Use
- Organized Plan
- Mental Health History



Acknowledge warning signs

Most people give clues they are thinking about suicide...



Anger



**Big
changes in
behavior**
+ withdrawal from
family or friends



Hopelessness



**Sleeping
more or less**



**Drinking or
drug use**



**Overwhelming
Pain**



**Talking
about
suicide**

More Warning Signs

- Threatening to kill themselves
- Seeking access to means
- Talking or writing about dying
- Hopelessness, no reason to live
- Reckless/risky activities
- Withdrawing from activities
- Withdrawing from family and friends
- Dramatic change in mood
- Anxious or agitated
- Change in appetite
- Giving away possessions

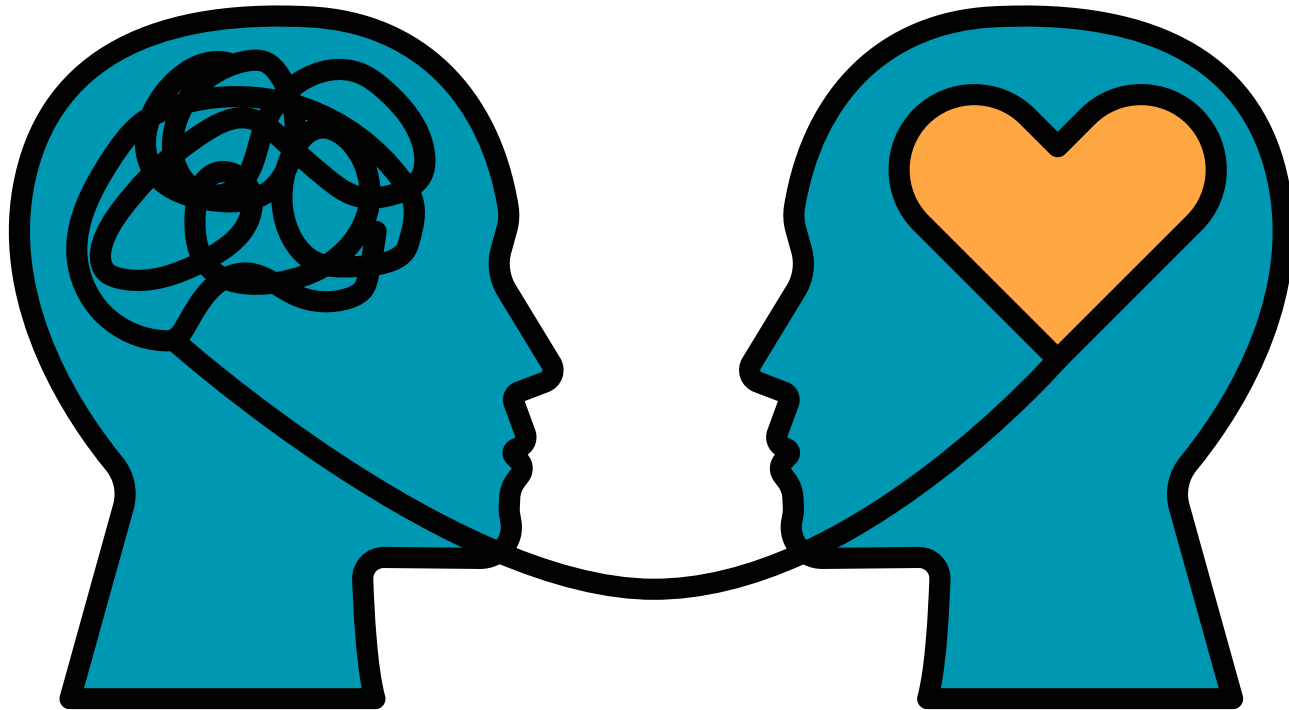


How can you help?

If you are concerned about suicide, ASK!

Are you thinking of dying by suicide?

Are you thinking of killing yourself?



Be confident when asking.

Be direct.

Most people are willing to be honest if they know someone is willing to listen.

5

Action Steps to Help Someone Having Thoughts of Suicide



ASK

“Are you thinking about killing yourself?”



BE THERE

Listen without judgment and acknowledge their feelings.



HELP KEEP THEM SAFE

Reduce their access to lethal items or places.



HELP THEM CONNECT

Call or text the 988 Suicide & Crisis Lifeline (988).



FOLLOW UP

Stay in touch to see how they're doing.



National Institute
of Mental Health

nimh.nih.gov/suicideprevention

When to Seek Help (And to be okay with it)



- Chronic, Ongoing, Overwhelming (*despite using self-care and coping strategies*)
- When stress impacts your ability to function (*work, home, activities, family & friends*)
- Through counseling, you can practice self-care and learn effective ways to manage stress
- Utilize your EAP, contact your PCP, reach out to an agency or hotline

The National Domestic Violence
HOTLINE
1.800.799.SAFE (7233) • 1.800.787.3224 (TTY)

Hey!
I'm
Here.

 **LOVE IS LOUDER** A PROJECT OF THE JED FOUNDATION

HAVE HOPE
IT'S OK
NOT TO BE OK


 **COPLINE**™
An Officer's Lifeline 1-800-267-5463

SEIZE THE AWKWARD

Trevor Line
Trevor Life Line: 866-488-7386
Trevor Text: Text "Start" to 678678
Trevor Chat: TrevorChat.org
24/7 Help for people who identify as
LGBTQ+ and their loved ones.

There is hope.
There is hope.
There is hope.
There is hope.

988 SUICIDE & CRISIS
LIFELINE



Local Crisis Line:
1-800-GOT-HELP
(468-4357)



The Four County
ADAMhs Board
Four County Board of Alcohol, Drug Addiction and Mental Health Services

Services	Website	Phone Number
OhioGuidestone	ohioguidestone.org	419-720-9247
Health Partners of Western Ohio	www.hpwohio.org	419-221-3072
Center for Child and Family Advocacy	www.theccfa.org	419-592-0540
Crisis Care and Counseling Center	ohioguidestone.org	800-468-4357 (Crisis Hotline)
Maumee Valley Guidance Center	www.maumeevalleyguidancecenter.org	419-782-8856
New Home Development	www.newhomedevlopment.org	419-519-3075
Quadco Rehabilitation Center	www.facebook.com/ContactQRC24/	800-569-3907
Recovery Services of Northwest Ohio	www.rsnwo.org	419-782-9920
The P.A.T.H. Center	www.nocac.org	419-782-6962
Arrowhead Behavioral Health	www.arrowheadbehavioral.com	800-547-5695

Locations in Bryan, Defiance, Napoleon & Wauseon



Contact Us:

1-800-569-3980

- Individual Counseling
- Group Therapy
- Family or Couples Therapy
- Medication Management
- Case Management
- Prevention Services
- SSVF



SOURCES

- National Safety Council: <https://www.nsc.org/workplace/safety-topics/safer/mental-health-and-wellbeing>
- American Psychological Association: *Stress in America 2019*. <https://www.apa.org/news/press/releases/stress/>
- American Psychological Association: *Stress in America 2020: A national Mental Health Crisis*.
- American Psychological Association: *Stress in America – 1 year Later*
- The American Institute on Stress: *Workplace Stress*. <https://www.stress.org/workplace-stress>
- The Mayo Clinic: *Stress Management*. <https://www.mayoclinic.org/healthy-lifestyle/stress-management/in-depth/stress-symptoms/art-20050987>
- Wellness Council of America: *Benefits of Stress Management for Employers*.
- <https://www.welcoa.org/blog/benefits-stress-management-employees/>
- onlinemasters.ohio.edu/blog/the-importance-of-self-care-for-social-workers/
- The CDC: *Mental Health, Substance Use, and Suicidal Ideation During the COVID-19 Pandemic – United States, June 24–30, 2020*
https://www.cdc.gov/mmwr/volumes/69/wr/mm6932a1.htm?s_cid=mm6932a1_w
- www.health.com/mind-body/self-care-ideas-at-work
- <https://www.counseling.org/docs/trauma-disaster/fact-sheet-9>
- www.purdueglobal.edu
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- www.psychologytoday.com
- www.simplepractice.com/blog/self-care-important-mental-health-practitioners/
- www.who.int
- www.medicalnewstoday.com/articles/145855
- www.ncbi.nlm.nih.gov
- www.proqol.org (Professional Quality of Life)
- American Psychiatric Association. (2013). *Diagnostic and statistical manual of mental disorders* (5th ed). Washington, DC
- <https://www.mayoclinic.org/diseases-conditions/depression/symptoms-causes/syc-20356007>
- <https://www.mentalhealthfirstaid.org>
- <https://my.clevelandclinic.org/health/diseases/24481-clinical-depression-major-depressive-disorder>
- <https://www.nimh.nih.gov/health/topics/depression>

Questions

Thank You!

Questions?