Logan's Story (learn what to do)

📽 Video Introduction

Today we're going to watch a video that shares the story of a young welder who was struggling with addiction. He did the right thing — he asked for help while he was at work. But the support he needed wasn't there.

This story is hard to hear, but it's important. It reminds us that addiction is real in our industry. It shows how speaking up — and how we respond when someone does — can literally save lives.

This ties into IHSA's message: Keep your promise. If you see something, say something. You could make all the difference.

Trigger Warning (to be read out loud): The aim of this conversation is to learn and share our experiences and thoughts with honesty. Because of this, some comments may trigger a negative reaction. If a comment or topic starts to upset you, I advise that you please talk to your support team. That could include your supervisor, union representative, HR personnel, Employee and Family Assistance Program provider (*if you have one*), friends, family, or a close colleague.

Remember: If you are in distress, you can call or text **9-8-8** anytime. Call 9-1-1 or go to your local emergency department if it is an emergency.

Video Link: https://www.facebook.com/share/v/19ZSzmfwcu/?mibextid=wwXIfr

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🗣 Discussion Questions

1. What stood out to you most about the young welder's story?
2. Why do you think it can be hard for people in our trade to ask for help?
3. What are some signs that a coworker might be struggling with substance use?
4. How can we, as a crew, create a space where people feel safe to ask for help?

Speaker Notes

- Acknowledge the emotions: "That was a tough story to watch — and it's okay if it hits hard."
- Reinforce the message: "He asked for help. What if someone had said, 'I've got you'? This is why *we* matter in moments like that."
- Encourage action: "Let's talk about what we can do — not just as workers, but as people who look out for each other."

Keep your Promise: https://www.ihsa.ca/keepyourpromise

Handout: Logan's Story (learn what to do)

When someone is worried about relapse

Keep Your Promise: If you see something, say something. You could make all the difference.

What You Can Do

👷 **Be someone they can talk to**: "Thanks for telling me. You're not alone."
👷 **Check in regularly**: "How's your day going?", "Need anything right now?"
👷 **Watch for warning signs**: Late, anxious, distant, or distracted? Ask privately: "You doing okay lately?"
👷 **Point them toward help**: Don't try to solve it yourself. "Let's find someone who can help — I'll walk with you if you want."
Help them connect to:

- A supervisor or union rep they trust
- Peer support
- EAP or community programs

👷 **Respect their privacy**
Please don't share what they've told you unless it's a safety issue or they've given you permission.

✅ **What to Say**

- "You're not weak for struggling — you're strong for speaking up."
- "You've got support. We'll take it one step at a time."
- "You're part of this crew. You belong here."

✅ **If They Relapse**

- Stay calm — don't shame or judge.
- Ask:

"Do you want to talk?"
"Want help getting back on track?"

✅ **Push Back on Stigma**
"People don't choose addiction. But they *do* choose recovery — and that takes courage."

Offer to help them find support if needed, and make sure they know where to go for help:
📞 **ConnexOntario** (24/7 mental health & addiction support): 1-866-531-2600
📞 **Hope for Wellness Help Line** (support for Indigenous workers): 1-855-242-3310
📞 **988 Suicide Crisis Hotline** (call 9-8-8, or text 9-8-8 to be connected 24/7)
📞 **Employee Assistance Program (EAP)** (Check with your employer or union)
📞 **Local peer support programs** (Ask your union rep or health & safety team)

📣 You don't have to fix it — just show up, listen, and help them stay connected.
That's what keeping your promise looks like.
For more tools + support: www.ihsa.ca/workplacementalhealth