

# FISHER PHILLIPS PROVIDES MENTAL HEALTH RESOURCES TO MINING INDUSTRY

Insights  
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May marked Mental Health Awareness Month and Fisher Phillips took the opportunity to provide resources to employers in the mining industry. Employee mental health conditions in all industries have been found to adversely affect both safety and productivity in the workplace, and the mining industry is not immune.

While research on the effects of mental illness in the American mining industry is scant, research from other countries demonstrates that mining employees follow this same trend in needing your support. With that in mind, mine operators can take steps to promote mental wellbeing in your workplaces.

For information on where to start, please make sure of the following resources:

- Podcast: [Mental Health as a Mine Safety Issue: Promoting Mental Wellbeing in the Workplace](#)
- Insight: [FP Flash Survey Reveals: Majority of Employers Grappling with Workers' Mental Health Issues](#)
- Insight: [10 Steps to Mental Health Wellness for Your Employees](#)
- Infographic: [click here for infographic](#)

Make sure you are subscribed to [Fisher Phillips' Insight system](#) to get the most up-to-date information. If you have questions regarding mental health in the mining industry or want tips on implementing programming in your workplace, please contact Raeann Burgo, Christopher Peterson, or

## Related People



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## Service Focus

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## [Mental Health in the Workplace](#)

Arthur Wolfson, or your Fisher Phillips attorney, or any attorney on our [Mine Safety and Health Practice Group](#).

**Mental Health in the Workplace**

- According to the National Alliance on Mental Illness (NAMI), one in five Americans experience mental illness in any given year.
- About 18% of U.S. workers report having a mental health condition in any given month.
- Approximately 15% have an anxiety disorder.
- About 17% have depression.

**Impact of Mental Illness on Industry**

- According to the CDC - Depression can reduce a person's ability to complete job functions by 20% and reduce productivity by 25%.
- Anxiety and depression are associated with higher rates of absenteeism and workplace injury - Loss of over \$10.5 billion a year to U.S. economy.
- The US loses approximately \$9 million workplace per year due to anxiety and depression.

**Recognizing Mental Illness in the Workplace**

- High rate of absenteeism
- Changes in mood
- Employee appears tired or slow
- Employee makes excessive mistakes
- Sudden decline in productivity

**Actions Employers Can Take**

- Train supervisors and HR team to recognize warning signs of mental health issues and how to navigate these discussions without running afoul of the ADA.
- Break through the stigma by encouraging open and honest communication about mental health issues in the workplace.
- Evaluate your workplace culture to determine if it supports employee mental health.
- Understand how your work environment impacts employee mental health.
- Know what resources you have and promote them, including benefits, employee assistance programs, paid time off, etc.

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