

CASE STUDY

HUB Backs Mosites Construction Company in Their Quest to Support Employee Mental Health

Executive Summary

Two years ago, Pittsburgh-based construction company Mosites' culture shifted. After introducing a 15-min Ted Talk on suicide to several management and field employees, it was evident that though sensitive in nature, this topic needed to be addressed. Every participant knew of someone who had committed suicide, talked to someone about suicide, or even thought about suicide themselves. Mosites set out to change direction - and began working with HUB to identify how best to support employee mental health.

Mosites Construction & Development Company**INDUSTRY: Heavy Highway and Building Construction/ Property Management and Development****FAMILY-OWNED: 220 employees****LOCATION: Pittsburgh, PA****CHALLENGE**

The construction industry has the second highest rate of suicide (according to the CDC). With Mosites having experienced the devastation that suicide can have on an organization, a cultural shift was necessary. Although regular training on a variety of topics was already a part of the Mosites curriculum, the training shifted to enabling a positive 'work-life balance.'

SOLUTION

HUB assisted Mosites in initiating their cultural change by introducing supervisory capabilities and leadership training. With HUB's direction, Mosites developed safety and health training to run continuously throughout the year, focusing on a variety of jobsite risks. Their specific management and field training offers two courses monthly, from October through March. Topics include communication, organizational skills, conflict resolution, scheduling, and time management, to name a few. Additionally, Mosites conducts an annual evaluation for all employees to discuss professional challenges, needs and successes. HUB continues to reinforce Mosites' objectives and supports their Beyond Zero approach to employee safety and wellbeing.

RESULTS

The directional shift toward their employees' mental wellness has given them the opportunity to begin conversations and realize that they are not just a number, but rather an integral part of the company's success. As such, Mosites has experienced a reduction in losses and an increased awareness of the importance of supporting an employee's work-life balance. Employees have expressed appreciation and a number of employees have crossed the threshold and reached out for help for either themselves or someone they know.

"Our goal and focus are on the total employee. Our program gives the employee tools to talk about issues like suicide, health, wellness and safety with others – whether on the job or at home."

Jason Malatak,
Risk Manager, Mosites

