

## Mental Health Awareness in the Workplace

Taking care of your mental health is an important part of maintaining a healthy and sustainable work life. Resources and supports are available to employees who may be experiencing stress, burnout, or personal challenges.

### **Employee Assistance Program (EAP)**

[The Employee Assistance Program](#) offers free, confidential support for employees and their families. Many people are unaware of the range of services available until they need them. The program provides assistance for a variety of concerns, including stress, anxiety, burnout, family or relationship challenges, financial pressures, grief, or addiction.

Services are accessible by phone, online, or in person, and employees can access support even when the concern is not related to work.

### **Manitoba Hydro Mental Health Benefits**

Mental health coverage through Claim Secure Group Benefits has expanded to better support employees. Coverage includes 80% reimbursement up to \$3,000 per year for eligible services. Any remaining costs may be claimed through your Healthcare Spending Account.

Services provided by clinical counsellors, registered counsellors, psychologists, psychotherapists, psychiatrists, psychoanalysts, social workers, and family therapists are eligible under the plan.

### **Recognizing Burnout**

Burnout can appear in different ways. Common signs may include ongoing exhaustion, feeling disconnected from work, reduced motivation, or increased irritability and stress. Taking regular breaks, using vacation time, and speaking with a supervisor or union representative when workloads become overwhelming can help address concerns early.

### **Supporting Each Other at Work**

A supportive workplace culture makes a meaningful difference. Checking in with colleagues, listening without judgment, encouraging someone to seek support, and respecting boundaries all help create a healthier work environment.

### **Wellness Tip of the Month**

When work feels overwhelming, pause and focus on one task at a time. Breaking work into smaller steps can help reduce stress and make busy periods more manageable.

### **Coming Soon: Wellness Section on Our Website**

Watch for the upcoming Wellness Section on our website. This new area will provide employees with easy access to helpful information and resources focused on mental health, workplace wellness, and overall well-being.