

## Employee Health and Wellness at ArcelorMittal Dofasco

Hazards are ever-present in the steel plant environment, and a heightened awareness and emphasis on safety is a necessary priority for our industry. This monthly column, coordinated by members of the AIST Safety & Health Technology Committee, focuses on procedures and practices to promote a safe working environment for everyone.

ArcelorMittal Dofasco G.P. is the recipient of the 2020 AIST Safety & Health Innovation Award. For more information about AIST awards, please visit [AIST.org](https://www.aist.org).

At ArcelorMittal Dofasco, there are two sides to one story: “Our product is steel. Our strength is people.”

The health and safety of their people is Dofasco’s No. 1 priority, including both physical and mental health. From a business perspective, musculoskeletal disorders (MSDs), heart disease, metabolic disorders and mental health issues are the leading causes of disability affecting employees and their families. ArcelorMittal Dofasco recognizes this and works to promote awareness, provide education and resources, and organize activities that encourage a conversation about physical health, mental health and wellness that promotes physical activity, enhances resiliency, and supports good nutrition through their wellness programs.

ArcelorMittal Dofasco’s wellness program is comprised of three pillars: MoveWell, BeWell and EatWell. These three pillars create a comprehensive portfolio of health and mental wellness activities and resources.

### MoveWell

The MoveWell program offers three well-equipped, on-site fitness facilities that are free for employees and are open 24/7. These fitness facilities are staffed and managed by qualified exercise professionals. The team provides cardiac rehabilitation, personal training and post-operative physiotherapy programs that are tailored to employees’ specific needs. Recognizing that MSDs are a leading cause of injury and disability, partnerships are in place

with business units to provide a customized fitness program to reduce risk of injury and MSD. In addition, there are three fitness class locations with a host of lunchtime and after-work classes.

Additionally, a comprehensive approach is taken to smoking cessation by offering counseling, fitness, world-class benefit coverage for nicotine replacement therapy and prescription drugs to reduce the health risks related to smoking.

### BeWell

The BeWell program offers employees strategies for resilience and self-care. These programs include mindfulness sessions, physical activity for mental health, yoga, resilience, mental health awareness and one-on-one exercise programs focused on goal-setting and improving mood.

The employee and family assistance program offers free and confidential support for matters such as stress, depression, relationship issues, elder care, parenting, and legal and financial health. ArcelorMittal Dofasco employees also have free access to Homeweb, which is an online platform that offers personalized health and wellness tools, resources and support — anywhere, anytime.

### EatWell

The EatWell program focuses on food choices, eating behaviors and portion management. Online challenges for nutrition and weight

Comments are welcome.

If you have questions about this topic or other safety issues, please contact [safetyfirst@aist.org](mailto:safetyfirst@aist.org).

Please include your full name, company name, mailing address and email in all correspondence.

management are accessible for employee use through the Wellness Hub. Nutrition counseling is available on-site and through the employee and family assistance program as well.

The LiveWell Diabetes program is a comprehensive exercise, nutrition and education program for those living with diabetes and pre-diabetes to help improve health and well-being by lowering blood sugar and instilling healthy living habits.

## Implementation

There are three main strategies of implementation of employee health wellness at ArcelorMittal Dofasco: prevention, awareness and education. The key focus since 2015 has been to raise awareness, reduce stigma and foster a psychologically safe and healthy workplace. Each member of the team takes ownership of their own health and well-being, care and treatment.

At ArcelorMittal Dofasco's Health and Safety Expo, various community health organizations are showcased, including a cancer screening bus, health screenings, presentations and interactive experiences.

The Wellness Hub provides opportunities for employees to learn, participate and evaluate their health and well-being. The offerings include challenges, assessments, coaching sessions, exercise libraries and weekly tips. Employees are rewarded for participation via the Thanks-a-TON rewards program. Further education is available via biweekly companywide email communications, digital displays throughout the organization and the wellness calendar.

By recognizing the growing need to support employee resiliency, a focused program is offered during the second quarter of the year. The resilience program includes resilience assessment, coaching, mindfulness, yoga nidra, weekly communication, education and guided meditations using The Muse.

ArcelorMittal Dofasco is also actively involved in Mental Health Week in partnership with the Canadian Mental Health Association. The company joins like-minded organizations across the country during the week in the #GETLOUD campaign, which has landmarks across the country light up green to shine a figurative and literal light on this critical issue. The ArcelorMittal Dofasco main office is lit up green each night during that week. The week also provides information about the employee and family assistance program, as well as a variety of wellness resources aimed at improving mood and symptom management.

## Impact on Employee Health and Community Health

Mental health initiatives have had significant impact on not only employee mental health, but the community as well. As many of these programs are preventive, some of the successes are not easily measurable; however, there are several measures of participation and engagement that show ArcelorMittal Dofasco and their employees are committed and receptive to the support and programs offered. They have engaged the local community in their mental health awareness efforts as well.

More than 40% of ArcelorMittal Dofasco employees visit the Health and Safety Expo. Of the 80+ exhibits at the event, more than 25% are mental health-related, providing education and resources. While there, employees have the opportunity to have cancer screening done and since 2015, more than 150 employees have been on the cancer screening bus.

As for the community, ArcelorMittal Dofasco was the lead sponsor of A Mental Health Morning, a breakfast to support mental health addiction where keynote speaker Margaret Trudeau shared her experiences with mental illness.

## Achievements

ArcelorMittal Dofasco has been awarded Excellence Canada Awards in the following categories:

- Platinum Certification Award in Excellence, Innovation and Wellness.
- Gold Certification Award in Healthy Workplace.
- Silver Certification Award in Mental Health at Work.

This aligns with the "Standard for Psychological Health and Safety in the Workplace" as developed by the Mental Health Commission of Canada. Canada is the first country in the world to adopt this standard. Although this is voluntary for organizations, ArcelorMittal Dofasco has aligned with the standard since 2014.

ArcelorMittal Dofasco has strong and supportive corporate policies in place to support and protect employees, including:

- ArcelorMittal Dofasco Mental Health Policy.
- ArcelorMittal Dofasco Open Door Policy.
- ArcelorMittal Dofasco Violence and Harassment Policy.

## Conclusion

With the implementation of the wellness program at Dofasco, significant changes have been (or will be) made:

- More than 2,000 employees (>40%) have been trained on mental health awareness.
- In 2019, all leaders were trained to recognize mental health issues and how to support employees.
- Fitness facilities see more than 50,000 visits annually, with 1,500 appointments and over 4,000 participants in group exercise classes.

- The wellness program provides education on various topics through presentations and reach 2,000 employees every year.
- An important goal to be achieved in 2019–2020 is to have all employees trained in mental health awareness.

The overall health and wellness of employees is of utmost importance to ArcelorMittal Dofasco. This program not only impacts the employees for the better, but their families and the surrounding community. ♦

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