

Employee Assistance Program (EAP) Newsletter



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National Mental Health and Depression Month

Understanding Depression, Fall Blues, Seasonal Mood Changes, and Supporting Our Six Pillars

Recognizing the Shift: Fall on the Shop Floor

October is recognized nationally as Depression Education and Awareness Month—a vital time to increase understanding, reduce stigma, and encourage early support. But for UAW-Stellantis workers and union families, this month also marks a distinct physical and environmental shift.

As temperatures cool and daylight fades, employees working early mornings, afternoons, nights, rotating schedules, or mandatory overtime often feel these transitions more sharply. Changing light and long hours can disrupt sleep cycles, reduce recovery time, and trigger the "fall blues" or seasonal mood changes. Recognizing these signs early isn't a sign of weakness; it's a practical step toward protecting your well-being, your family, and your safety on the line.

A Note to Leadership: Managing and supporting operational stability during seasonal transitions requires leaders to actively view well-being as a critical safety priority. True leadership ownership means recognizing that mental health is foundational to plant safety and operational resilience.

STRENGTHENING AND SUPPORTING OUR SIX PILLARS OF WELL-BEING: RESILIENCE IN INDUSTRIAL LIFE.



The Core Framework & Operational Stability

Supporting the Six Pillars of Mental Health

When the "load" of life and seasonal changes increase, our internal battery drains if our foundations are neglected. True operational stability requires actively supporting all **Six Pillars of Mental Health—Physical, Emotional, Social, Cognitive, Psychological, and Financial:**

1. **Physical:** Protect your rest window and sleep routine despite rotating shifts. Combat sluggishness with regular meals, proper hydration, and physical movement.
2. **Emotional:** Acknowledge the weight of stress, grief, or fatigue without falling into the "tough it out" trap. Reach out early before pressure compounds.
3. **Social:** Fight the temptation to isolate when motivation drops. Stay connected with coworkers, family, and trusted support networks instead of pulling away.
4. **Cognitive:** Guard against brain fog, lack of focus, and mental fatigue on the line by taking structured breaks and staying mentally present.
5. **Psychological:** Maintain your psychological safety by recognizing that asking for help is a sign of strength, not a personal failure.
6. **Financial:** Address the stress of seasonal budgeting, household expenses, and preparation early by using EAP financial and legal resource referrals before they become overwhelming.

Coach's Corner: Management Ownership & Comprehensive Risk Management

For supervisors and management reading this edition: mental health and fatigue are not just "personal problems" left at the turnstiles—they directly impact operational capacity and safety margins. While managers handle the direct oversight of the business, our shared goal is managing and supporting operational stability together. Under structured risk management principles, leaders have a direct responsibility to evaluate human behavior, recognize physical and cognitive signals of drift, and expand countermeasures before an incident occurs. True leadership commitment means moving away from a "nice-to-have" mindset and taking active ownership of employee wellbeing as an operational necessity.



Practical Tools & Observation Skills

Tuning Our Observation Skills: Spotting the Seasonal Drift

Depression and seasonal mood changes look different from person to person. Some appear quiet or withdrawn; others become short-tempered, distracted, or fatigued. For both peers and leaders, tuning our observation skills sets means watching for the weak signals of drift:

- **Shifts in Pace & Presence:** Noticeable drops in reaction time, increased fatigue, or a teammate appearing "present but not there."
- **Behavioral Changes:** Uncharacteristic withdrawal, drop in communication, or changes in attendance and focus.

The Weekly Stress Check: A Simple Way to Spot Burnout

Use this quick, 5-point self-evaluation once a week to catch stress and fatigue early:

- **Body:** Am I unusually tired, tense, achy, sleeping poorly, or relying more on caffeine, nicotine, alcohol, or food to get through the day?
- **Mood:** Am I more irritable, sad, anxious, numb, or easily frustrated than usual?
- **Mind:** Am I having trouble focusing, remembering details, making decisions, or staying motivated on the line?
- **Behavior:** Am I withdrawing from others, missing routines, arguing more, rushing, making mistakes, or feeling unsafe?
- **Support:** Have I talked to someone, used the EAP, scheduled an appointment, or asked for help when needed?

If several answers raise concern for more than two weeks, or if stress begins impacting safety, attendance, or relationships, it is time to reach out.



Your EAP: Private, Accessible, and Supportive

Your UAW-Stellantis Employee Assistance Program reminds every member that the program is completely confidential, accessible, and designed for you and your eligible family members.

Throughout October, your local EAP Representatives will be engaging the workforce with awareness efforts, educational materials, and resource navigation. Whether you are dealing with seasonal mood shifts, everyday stress, grief, family concerns, substance use, or financial and legal stress, confidential support is just a call away. You do not have to wait for a crisis to call.

Mental health education helps us recognize concerns earlier, break the stigma, and look out for one another across the shop floor. If cooler weather, shorter days, work pressure, or family responsibilities are weighing on you, do not carry it alone. Reaching out is a sign of strength and a practical step toward health, safety, and workplace solidarity.

In Solidarity, UAW-Stellantis National Employee Assistance Program

IMMEDIATE SUPPORT (24/7):

National Crisis & Suicide Lifeline: Dial 988 | Text Support: Text HOME to 741741

Scan the QR code below for immediate access.

