



## TBDHU Workplace Wellness Update for Thunder Bay and District

December 5, 2025

### Take a Stand Against All the Sitting

In today's workforce, we are sitting more than ever - at desks, in long meetings, driving, or operating machinery. While automation and technology make us more efficient, prolonged sitting is tough on our physical and mental health. Even for people who are otherwise active, long periods of uninterrupted sitting can undermine overall wellness. The good news is that small daily habits can make a real difference. Things like taking short movement breaks every hour, standing during phone calls, or taking walking meetings can help boost energy, wellbeing, and productivity. Workplace leaders can support this with actions like encouraging active commuting, offering sit-stand desks, and promoting regular movement. When organizations demonstrate a commitment to employee health, it helps to build morale, strengthen the workplace culture and reduce absenteeism.

Visit the [TBDHU Workplace Wellness Resources webpage](#) [click on the Physical Activity, Sedentary Behaviour and Sleep tab] for posters and toolkits that offer helpful information on how to "take a stand" against all the sitting. Some of the highlights include:

- The [12 Days of Sit Less Workplace Challenge Toolkit](#), which is a fun, seasonal way to get everyone up and moving (you can even customize it to your workplace!)
- [Canada's 24 Hour Movement Guidelines](#) (promo material)

TBDHU also has a supply of printed posters ready to go. Email us at [workplacewellness@tbdhu.com](mailto:workplacewellness@tbdhu.com) if you would like some for your workplace. We'll get them to you right away!

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### New Resource for Supervisors When Responding to Mental Health Concerns

When an employee comes to you with their mental health struggles (or you need to approach someone you are concerned about), do you know what to say? Do you know what to do?

The new [Supervisor's Quick Guide for Responding to Employee Mental Health Concerns](#) is designed to help! This one-page handy tip sheet outlines how you can listen, collaborate on solutions and offer support. Being prepared and having a good conversation does not take much effort, but doing so cultivates a work environment that enables people to feel valued and cared for. Knowing how to respond with empathy and positive action can make a big difference in that worker's path to recovery.

This resource is one component of the [Small effort, Giant impact campaign](#) produced by the Superior Mental Wellness @ Work project, in partnership with the EPID@Work Research Institute. Visit [TBDHU.com/giantimpact](http://TBDHU.com/giantimpact) to watch our fun video and download posters to hang up in your workplace.

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### What Do You Think About Updates to Canada's National Standard for Psychological Health and Safety in the Workplace?

Canada's National Standard for Psychological Health and Safety in the Workplace offers a set of voluntary guidelines, tools, and resources intended for organizations of all sizes and sectors in promoting mental health and preventing psychological harm at work. It was launched in 2013 and a process is currently underway to update it. You are invited to take part in a public review of the draft second edition which aims to improve the Standard's clarity and usability.

View and share your comments on the draft by Tuesday, December 16, 2025 at the CSA Group public review website here: <https://publicreview.csa.ca/Home/Details/5819>

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*If you're looking for support to build a healthy workplace program, TBDHU can help!  
Our team of workplace wellness experts supports organizations with developing a  
Comprehensive Workplace Health Program based on each workplace's unique needs. All services are free!  
For more information, visit [TBDHU.com/workplaces](http://TBDHU.com/workplaces), call 807-625-5900, or email [workplacewellness@tbdhu.com](mailto:workplacewellness@tbdhu.com).  
For links and resources to support mental wellness at work, visit [SuperiorMentalWellnessAtWork.com](http://SuperiorMentalWellnessAtWork.com).*