



# Helping Hands

District Lodge 141

Employee Assistance

Program [www.iam141.org/eap](http://www.iam141.org/eap)



August 2009

## Everyone Needs an Emergency Cash Fund

**W**hy is it so important? Because you could find yourself out of work due to a station closing, layoff or strike action, or your refrigerator could explode, or you might have to undergo an emergency root canal. There are many reasons to be prepared. And if you don't have enough cash on hand, you don't want to find yourself looking around the house for valuables to pawn, racking up credit card debt or getting a loan to make ends meet. The only thing actually holding you back from getting started is procrastination and denial. So don't get caught short. Each paycheck, try to deposit as much as you can afford into a dedicated account for a rainy day. You'll be glad you did.



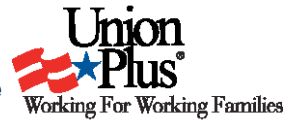
## 6-Step Stress Control Program

1. Talk about your difficulties with a trusted family member or close friend.
2. Meet for support and understanding with fellow employees who share your situation.
3. Work off frustration through exercise and sports. Exercise is a great stress reducer.
4. Escape your problems for a while by enjoying a relaxing activity such as reading a book or listening to music.
5. Limit your alcohol intake and avoid overeating. Try to eat healthy foods.
6. Spend time with your family. Do things together as often as you can.



## Save My Home Hotline

Act now if you are facing mortgage payment problems



If you are a homeowner worried that the next change in your adjustable rate mortgage (ARM) will put payments out of reach or facing financial trouble that may make you fall behind on your mortgage payments, the Union Plus Save My Home Hotline may be able to help. You can arrange a confidential, free consultation with expert housing counselors who can provide advice, help you find answers and develop an action plan to get your financial house in order. Don't wait until it's too late - call **1-866-490-5361**, any time day or night.

## Play More, Live Longer

If you are working and postponing recreation and leisure activities until you retire, consider fitting in some of these activities now. A recent study of 107 sets of senior twins has shown that those who participated in leisure activities in early and middle adulthood had a reduced risk of Alzheimer's disease. In the study, risk was reduced regardless of education level or degree of physical activity. Another earlier study by the Harvard School of Public Health in 1999 showed that seniors who had an active social life lived longer. *What it means:* Social and leisure activities may be as important to long-term physical and mental health as physical exercise.



Source: Journal of Gerontology Series, Psychological Sciences and Social Sciences B: 58:P.249-255

## Heat Stroke Is Sneaky



**H**eat stroke is sneaky and the most serious of heat-related illnesses. Heat stroke occurs when the body is exposed to an excessive amount of heat and becomes unable to dissipate the heat through sweating. It can happen while sunning on a summer beach or working in a hot, confined area. Symptoms include hot, dry skin; a rapid, strong pulse; and dizziness. When heat stroke happens, the body's temperature rises rapidly. The critical stage can arrive within minutes, and a 106° temperature is possible. If emergency treatment is not provided, death can ensue. Permanent disability is also possible. Protect yourself from the sun, stay hydrated, and don't sleep deeply on a hot summery beach!

Myth: An open car window is enough to prevent heat stroke of a person or an animal in a hot car. Not so.

## IAM-EAP Peer Coordinators

**T**he mainstay of the District 141 EAP is the local lodge EAP peer coordinator. These dedicated men and women volunteer much of their personal time to assist our brothers and sisters who are experiencing personal difficulties. EAP coordinators do not make clinical diagnoses or clinical evaluations. However, coordinators are trained to make a basic assessment of the situation and then refer to a professional resource for a more detailed evaluation and course of action. A complete listing of IAM EAP local and regional coordinators, including phone numbers, can be found on the District 141 website at [www.iam141.org/eap](http://www.iam141.org/eap).



## Disagreeing with Management



**M**ost management personnel are willing to listen to different ideas offered by employees. You may have a different opinion, however, if your approach to disagreement with management gets in the way of having your idea accepted. If current struggles exist in your relationship with management, the following steps can still be effective, but self-awareness and self-discipline are the keys to making your approach work.

- 1) Mentally do a quick analysis of your disagreement. Does it have a clear rationale?
- 2) Since your goal is acceptance of the idea or a better way of doing something, avoid treating management like an opponent or launching into a declaration of your disagreement.
- 3) Ask for permission (e.g., "May I offer an idea for doing this differently?"). This is a negotiating skill that few employees master. It's NOT a demonstration of lack of assertiveness. It promotes interest by the listener, which is the pathway to acceptance.
- 4) Present your idea by sharing your thoughts and line of thinking and then present the conclusion or different approach, option, or way of solving the problem you believe is worth considering. Ask for management's reaction to your idea or suggestion. Notice how this approach to disagreement places importance on your desire for an effective relationship with management and ahead of your desire to gain acceptance for your opinion. This is what makes for a winning approach.

## Economic Stress and Child Abuse

**P**revention of child abuse is an important issue in any kind of economy, but when the economy slumps, the risk of child abuse goes up. Stressors such as fear of unemployment and lost savings can contribute to the loss of patience with younger children. Could you use support to maintain your cool? Prevention can be as simple as learning to count to 10 or taking deep breaths to regain composure. Counseling can also prove valuable. Ask your EAP coordinator about available resources.

