

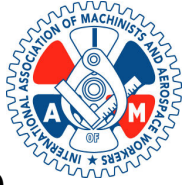


Helping Hands

District Lodge 141

Employee Assistance

Program www.iam141.org/eap



February 2010

Keeping the Love in Your Life



It's only human to sometimes take your partner for granted, but you can increase your closeness by taking purposeful action. Start by evaluating your current inaction, especially missed opportunities for supplying your partner with the most important relationship enhancers: thoughtfulness, appreciation, respect, supportiveness, and affirmation (this means reassurance and validation). You may be a champ at one or two but haven't considered all five. Together they add up to a "Five Star" relationship! What do each of these things mean for your relationship? Only you know for sure. Devise strategies and tactics to support these facets and you'll elevate your relationship, possibly overnight. You're only human, so keep the list handy as a memory jogger.

Living Beyond Your Means?



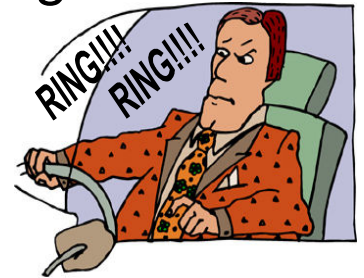
Debt and credit problems can happen at anytime to anyone. Union Plus offers a solution for union members, the Union Plus Credit Counseling Program. Certified counselors can help you and your family. Benefits include:

- Free Counseling
- Free Budget Plan
- Written Action Plan

For more information, call **1-877-833-1745** or visit UnionPlus.org/CreditCounseling

Detachment Cure for Distracted Driving

Distracted driving is a growing problem, with technology being the worst culprit. "Just stop it" may not be that easy. You may benefit from learning the art of "detachment." Detachment does not mean indifference or laziness. Detachment is refusal to respond to an external stimulus (ringing phone or text buzz) and "letting go" in favor of remaining calm, in control, and safe. Proclaim your independence from the "Oh my, I must take this call!" experience. Learn to detach.



Don't Underestimate Sleep Disorders

It's frustrating dozing off at work. Could you be suffering from a sleep disorder? The most common disorders are sleep apnea; narcolepsy; and restless leg syndrome, or RLS. Sleep problems take a big hit on health and workplace productivity. Inadequate sleep has been linked to diabetes, cardiovascular disease, obesity, and depression. Sleep problems are also associated with accidents, absenteeism, lost time on the job, leaving work early to sleep, oversleeping on break and missing work, and tardiness. If you're falling asleep at work, Talk to your doctor to find out about sleep study/assessment programs.



The Union EAP: Above and Beyond



If you think that the IAM District 141 Employee Assistance Program only helps employees with mental health or substance abuse issues, think again. In general, EAPs improve workplace productivity by helping members whose personal concerns affect their job performance. Also, EAPs do a lot more than simply acting as sounding boards. While no EAP can resolve your problems for you, the union EAP can help you work through difficult personal issues with empathy, encouragement, compassion and support. Think about the union EAP when you need confidential help with workplace concerns, health resources, financial concerns, eldercare matters, workplace relationship issues, personal relationship issues, finding helpful resources in the community, or any other personal issue that affects your performance on the job. If in doubt whether the union EAP can help with an issue or concern, talk with a local union EAP coordinator.

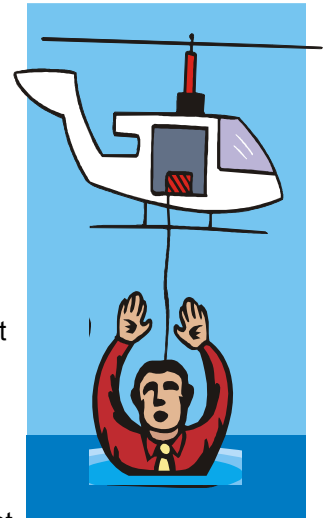
IAM-EAP Peer Coordinators

The 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.



Are You Enabling an Alcoholic?

There is no need to feel embarrassed or shameful about enabling an alcoholic. It is both the result of and a natural adaptation to the alcoholic's behavior in your relationship. Enabling helps you cope (go along) with the disease rather than confront it. Many experts would argue that enabling it is almost inescapable because of the human need to avoid conflict or risk distress in the relationship. Enabling does have a cost, however—it makes it easier for an alcoholic to get sicker. That's because the alcoholic is able to avoid or evade awareness of a problem and consequences that result directly or indirectly from the drinking behavior. Knowing this, you may eventually decide to intervene or motivate your loved one or friend to accept help. Where do you start? You are more likely to succeed if you first take the golden step of understanding and intervening with your enabling pattern. Change that and you will begin to heal yourself from the effects of the alcoholic relationship, and you will change the nature of the relationship dramatically and powerfully. Many people use self-help groups to tackle such a challenge. Al-Anon is the oldest form of such help. Any phone book will lead you to the nearest chapter.



EAPs: Always Confidential



Q : Do EAPs report to higher-ups about how well the program is used or appreciated by employees?

A : Yes. All EAPs, including the union program, must demonstrate value to the host organization. Measuring impact and gauging worth is a key element of EAP activity. However, this reporting never includes the names of employees who are clients, only general information such as the number of employees seen during a given period. It does not include confidential information of any kind.