



Healthcare Assistance
with Member Support, LLC

HealthCare Assistance *with Member Support*

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February Newsletter

The HCAMS Bench is Deeper!

Like a good stock, the HCAMS staff is growing and becoming more diversified. In an effort to meet the growing needs of our clients we are building our staff to include Masters level specialists who can address behavioral health and dependency issues at every level of care.



Cristina Marino-Farley, MA Counseling Psychology. Cristina joins us from the prestigious Rehab After Work Program. Crissy has extensive background as a community based Juvenile probation officer and extended her career to include working with Union members who are addressing behavioral health and dependency issues that impact work and home. A natural fit for a Union Employee Assistance Program, Crissy specializes in assisting parents who are navigating addictive children and their patterns of behavior. She hosts a Therapeutic Parent Support Group on Tuesday evenings. Please call her at (888) 828-7826 if you want to join.

Cara Byron, MS Health Services Management. Our most recent addition, Cara is an experienced patient care advocate coming from the skilled care community. Cara uses her multi-lingual capabilities to assist members who may struggle with English as a second language. Her experience coordinating the proper levels of care for individuals will be a key component for her work in your Union or Education Association. Members will count on Cara to take them through care options and placement protocols while utilizing federal and state laws to protect their jobs. Cara's calendar is filling up, call our toll free number to schedule an Employee Assistance Program overview for your union.



Opioids in the Workplace



A recent *National Security Agency* study shows that approximately 80% of the United States workforce has been impacted by the use of prescription medications. The prescription opioid painkiller epidemic has union leaders nationwide struggling to manage its devastating consequences. Gone are the presumptuous days of believing that one could separate themselves from chemical dependency based solely up-

on their credentials or pay-grade. The overwhelming misuse and abuse of prescription pain medication has merely made acquiring ones drug of choice an effortless and legal trip to the neighborhood pharmacy. The opioid crisis is critically impacting the workplace and demonstrates serious risk to employees and substantial costs for employers. Employers that are committed to safe and healthy workplaces must implement strong workplace policies, accessible health benefit programs, valuable educational trainings, and confidential Employee Assistance Program services.

Building a Team Culture in Your Union

When a CWA President asked if we had success in training Union Leadership on ways to serve their members better by working together effectively, we said YES! A new training evolved from those early conversations called “***Building a Culture of Teamwork***”. It lays out the most effective ways to work within new technologies, new work environments and opens lines of communication that may have hindered your workplace. Call HCAMS to schedule a training, which can last from 30-60 minutes based on your needs and schedule. Contact Janet Gerhard at (888) 828-7826 or email janet@memberassistance.us. Our other successful trainings include **Employee Assistance Program Overview, How to Represent a Member in a Behavioral Health Crisis, Stress in the Workplace, and Bullying and Hostile Work Environments.**

On the Horizon for HCAMS

February 3rd: Trenton EA Grief Program with Janet Gerhard and Crissy Marino

February 17th: Employee Assistance Program (EPA) Asbury Park EA Representative Council with Wayne Dibofsky

February 23rd: EAP and Stress programing in Union County EA with Wayne Dibofsky

February 23rd: CWA 1036 Bullying and Hostile Work Environment Program with Janet Gerhard

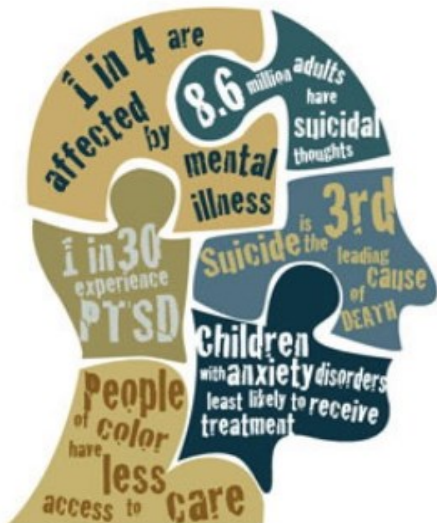
Assess your Stress

4= Always, 3= Frequently, 2= Sometimes, 1= Rarely

1. Do you try to do as much as possible in the least amount of time? _____
2. Do you become impatient with delays or interruptions? _____
3. Are you unlikely to ask for assistance with a problem? _____
4. Are you overly critical of the way others do their work? _____
5. Do you spread yourself too thin? _____
6. Do you get angry/irritable frequently? _____
7. Do you have little time for hobbies? _____
8. Do you experience bouts of crying? _____
9. Are you having difficulty sleeping? _____
10. Do you find yourself over or under eating? _____
11. Are you anxious about deadlines at work? _____
12. Do you feel your daily life is unmanageable? _____

Your Score

* If your score exceeds 36, you are in danger of serious health concerns
* If your score is between 20-35 your stress level is high.



The staff at HCAMS is ready to assist you or any family member who may be struggling with high levels of stress.