



Visit Us At:

www.unionsupport.org

Stress



Scan to Download HCAMS
Job Protection Mobile App

HCAMS
In
Cooperation
With Your
Association

Stress Less This Fall

- Not feeling one hundred percent? Everyone needs some time just to unwind themselves. Whether this is by having a peaceful sleep or doing something you love to do, everyone needs time for themselves.

Take a break from everything



- Take a day off to sort out what's bugging you and to have a rest. Nobody can keep going on full throttle without taking a break. Clear all your worries and problems out of your system, and out of your mind.

Learn how to do something new



- You might not think that it's possible to unwind while learning but provided it's fun and it's with people who are enthusiastic, this can be an incredible buzz and time of sheer creativity for you.

Find something positive about any situation



- Tired? Stressed? Being positive can make a huge difference to your feelings. Put down your umbrella and live the sunshine. Positivity is a virus everyone wants to catch, so spread it!

Smile



- Even when you're feeling down, smiling can make a big difference to your feelings and to other people's. Trying to be happy when someone is around can make them happy and can lighten up everyone's mood. And if a smile isn't enough, laughter is the best medicine.

Sleep well



- Sleeping is a way to shut down and restart your body. Sleep is a key point to unwinding. Know that resting gives your body some time to organize everything. Things will seem much clearer when you wake up.

See a professional



- This is important. No good human deserves to be stressed. Admitting you need to see someone is hard, but shows a lot of courage when you do. There is much relief to be gained from non-judgmental help.

**Your
Association
EAP
Provides:**

No Cost Training:
• Stress & Anxiety
• Bullying in the Workplace
• Grief & Loss
• Unsafe Staffing in the Workplace

We Offer Services to Assist With:
• Alcohol & Drug Dependencies.
• Stress-Related Behavioral Health Conditions
• Family & Relationship Issues
• Depression & Anger Management
• Prescription Medication Dependencies

CONFIDENTIALITY A MUST

On May 9, 2011 New Jersey adopted into law Chapter 69, the nation's strongest statute dealing with employee assistance programs (EAP). Today, all public employees, their spouse, civil union or domestic partner, an unmarried child of the employee who is less than 31 years of age and lives with the employee in a regular parent-child relationship is eligible for EAP assistance to resolve problems; which may affect the employees work performance irrespective of whether the problems originate on the job. These problems include but are not limited to, marital and family problems, emotional, substance abuse, gambling, financial, and medical problems.

Under the statute, no New Jersey public employer can take any disciplinary action against employees or a dependent of an employee if they are participants in an EAP. The law also extends the requirement of confidentiality shall apply to all information related to the employees assistance program, including but not limited to any statements, materials, documents, evaluations, impressions, conclusions, findings or acts taken in the course of the EAP. This law now extends into New Jersey greater standards than are currently covered by federal guidelines.

The law was drafted by Wayne Dibofsky the Director of Member Services for HealthCare Assistance with Member Support. If you are interested in hearing how this legislation can help your members please contact Wayne at 1-888-828-7826 or 908-513-9946.

