

EAPnews

Employee Assistance Program



Third Quarter 2008

Well Advised On-Site Tobacco Cessation Class Series Available to Your Organization

WellSpan EAP is just one component to the Well Advised menu of comprehensive worksite wellness services. We want to make south central Pennsylvania area employers affected by the PA Clean Indoor Air Act (effective date 9/11/2008) aware of our tobacco cessation education classes available. The classes are facilitated by a team of registered nurses, respiratory therapists and tobacco cessation counselors employed by WellSpan Health. This series consists of three one-hour class sessions held at your facility focused on getting ready to quit, an overview on medications to help break dependence, and staying tobacco free. The classes are designed for a minimum of 5 participants, max of 30 per session. This program has a success rate that beats the state average, with 26-30% of program participants remaining tobacco free after one year. Fees are \$125 for each one hour session. For more details, please contact Well Advised at 1-888-949-9882.



Upcoming Breakfast Events - Save the Dates!

Please mark your calendar for upcoming presentations:

Thursday, October 9, 2008 (8:00 – 9:30am)

Topic: Worksite Wellness - Best Practices

Speaker: Kevin Alvarnaz – WellSpan Health

Director, Community Health Improvement

Location: Hanover Country Club (Abbottstown, PA)

Thursday, January 8, 2009 (8:00 – 9:30am)

Topic: Critical Support for Employees in Distress

Speaker: Dr. Kathy Jansen, Psychologist

WellSpan Behavioral Health

Location: Four Points Sheraton Hotel (York, PA)

Look for more information via e-mail in the months ahead. To RSVP, call EAP Client Services 1-866-227-6527.

EAP Staff Update

Please join all of us at WellSpan EAP in congratulating Brynn Cramer, Senior Account Representative, on her upcoming wedding in September. Brynn's last name will change (Kline), along with her e-mail address. A reminder will be sent very soon with her new contact information.

Financial Worries Impact Job Performance

With rising gas and food prices, the banking/mortgage crisis and a tough economic outlook, many employees struggle with financial woes that impact their productivity. These workers spend more time at work on money issues, have higher absenteeism and can experience poor health. It's common for employers and employees to think of the EAP as a place to call if mental health or substance abuse issues surface. While this is true, the EAP is also a great resource for people experiencing financial difficulties. Dealing with money problems is about more than money and numbers; it's also about people's emotions and beliefs. The EAP can help financially stressed individuals by:



- addressing and discussing their situation openly in a structured way,
- helping individuals view money management positively, and
- providing referral to credit counseling services, web resources and budgeting tools.

For free resources online, try these great web pages:

www.mymoney.gov

www.familycredit.org/calculators

www.dol.gov/EBSA/savingmatters.html

Did You Know?

According to published studies by researchers at Virginia Tech University:

- One in four American workers is seriously distressed about their personal financial situation.
- Up to 80% of financially stressed workers spend time dealing with, or worrying about, money issues on the job. Distractions are a key factor in making mistakes.
- Researchers noted financial stress affects all income levels, but workers in lower-paying jobs experienced higher levels of stress.



SOURCE: US Today article, "Money Worries Hinder Job Performance"; by Stephanie Armour, 10/4/2005.

"Never be too big to ask questions. Never know too much to learn something new."

~Og Mandino, motivational speaker

