

## How the EAP Works: Three Types of Referral Options

**SELF-REFERRAL** – Union members or family members who need help can call (973) 227-6426 x214 or (609) 347-3208 for an appointment. The EAP offices are located at 14 Fairfield Place, West Caldwell, 07066, or 4425 Atlantic Avenue, Atlantic City.

**UNION REFERRAL** – Shop stewards, chief engineers, business agents and brother and sister members are encouraged to direct troubled members to seek assistance from the EAP.

**MANAGEMENT REFERRAL** – Employers may refer members to the EAP if, for example, there is a continuing problem with work performance or job attendance. The final decision to seek help, however, belongs to the member.

**PLEASE NOTE:** Local 68/68A/68B always has worked hard to help its members and their families. We believe that our responsibility extends beyond working hours. For this reason, we offer this outstanding program. We encourage and support members to seek assistance when the need arises. Remember, all of us are brothers and sisters and we must help each other in every way possible.



## Bilingual Services Offered En Espanol

Initial interviews and assessments are covered at no charge to members and their immediate family members. Some counseling services can be provided at the Local 68 EAP offices. If more extensive services are required, the additional services would be covered according to the member's health benefits plan.

The Local 68 EAP holds in the highest regard the privacy of individuals who use the program. The counselor-member confidentiality is strictly adhered to and all communication is protected and handled in a courteous, professional and ethical manner. The Local 68 EAP complies with all state and federal laws regarding confidentiality, including reporting requirements.

Thank you,

Thomas P. Giblin  
Business Manager

## Local 68 IUOE Welfare Fund Trustees

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Edward P. Boylan	Dolores E. Capetola
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Employee Assistance Program  
Victor H Lopez LSW, MSW, LCADC, CCS  
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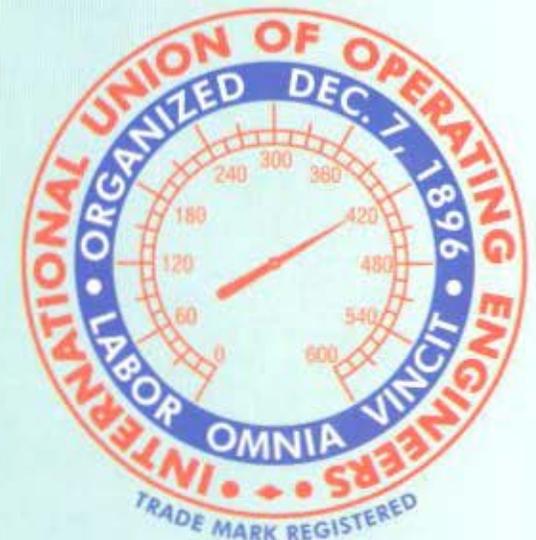
There are two Local 68 EAP offices:  
14 Fairfield Place, West Caldwell, NJ  
4425 Atlantic Avenue, Atlantic City, NJ

To access services, call:  
West Caldwell: (973) 227-6426 x214  
AC: (609) 347-3208

# Employee Assistance Program



## Local 68 IUOE Welfare Fund



## A Message from the Board

The Employee Assistance Program (EAP) for Local 68/68A/68B, part of IUOE's Welfare Fund, was established in 1978 to provide confidential and professional help for our members and their families.

The Trustees of the Local 68 Welfare Fund are proud of the Employee Assistance Program's outstanding achievements. The EAP has a solid record of successfully assisting individuals and their families who are faced with financial difficulties, substance (drugs and alcohol) abuse, and emotional problems.

The labor movement has always been in the forefront of protecting and aiding the American worker. Local 68's EAP is designed to assist our members in areas that go beyond job-related problems. In recent years, the personal welfare of employees is an added concern for both labor and management.

As a Union we are sensitive to the human needs of our members and their families, and it is our goal to help our Union family in every possible way. Local 68 understands the necessity for a completely confidential Employee Assistance Program in today's complex society.

Thomas P. Giblin  
Business Manager

Edward P. Boylan  
President

Established 1978

## Introduction

The enormous pressures of today's society can take its toll on many of our family members. Everyone experiences difficulties of one type or another. Some encounter problems that reach crisis proportions and can become unmanageable. The EAP holds in the highest

regard the privacy of the individuals choosing to use the program. The counselor-member confidentiality is strictly adhered to and all communication is protected and handled in a courteous, professional, and ethical manner. The EAP offers a broad range of services. The program can be used to assess a situation and determine the appropriate available resources to help members. Members can be assisted to utilize their insurance plan to gain maximum coverage. Counseling services are also offered at the EAP office. The services of the EAP are a union benefit and there is no fee to members and their families.

## Family Counseling

One of every two marriages is troubled and ends in divorce. Also, the pressures of modern society make raising children a difficult task. Often counseling can improve communication, help resolve dilemmas, and restore stability and harmony to families. Members facing retirement or retired members may need counseling for the anxiety that they may experience about managing time and money.

## Emotional Distress

Depression, anxiety, frustration, and tension can cause even more serious emotional problems. The EAP is a resource for assessment and for recommendations for appropriate professional help.

## Alcoholism

There are more than 10 million adult alcoholics in the United States and three to four million young people who abuse alcohol. Alcoholism affects the entire family, so individuals as well as family members need support and guidance. The first step toward rehabilitation is realizing that an alcohol problem exists and seeking help. Once the problem is recognized and properly diagnosed, treatment can be provided.

## Drug Abuse

Drug abuse is a serious, often deadly problem. Some individuals have become hooked on prescription medications, while others rely on drugs for recreational purposes or become users out of sheer curiosity. Dependency can occur quickly,

leading to other hardships, both physical and emotional in nature.

## Financial Worries

Living beyond one's means can lead to financial problems, personal bankruptcy, and family breakups. Easy credit and its abuse can result in substantial debt. Financial counseling can help members plan their finances and lead to a more financially balanced life.

## Gambling

Compulsive gambling, like alcoholism, is a disease that can seriously harm individuals and families. It is an obsession that consumes more than six million people in the United States. As a result, countless people suffer including the gamblers, their families, and society. Treatment and counseling are required.

## Physical Health is Just as Important as your Mental Health

### Stress Warning Signs and Symptoms

Cognitive Symptoms	Emotional Symptoms
Memory problems	Moodiness
Inability to concentrate	Irritability or short temper
Poor judgment	Agitation, inability to relax
Seeing only the negative	Feeling overwhelmed
Anxious or racing thoughts	Sense of loneliness and isolation
Constant worrying	Depression or general unhappiness
Physical Symptoms	Behavioral Symptoms
Aches and pains	Eating more or less
Diarrhea or constipation	Sleeping too much or too little
Nausea, dizziness	Isolating yourself from others
Chest pain, rapid heartbeat	Procrastinating or neglecting responsibilities
Loss of sex drive	Using alcohol, cigarettes, or drugs to relax
Frequent colds	Nervous habits (e.g. nail biting, pacing)