

Employee Assistance

SOLUTIONS TO THE PROBLEMS

OCTOBER 1992

VOL.5, NO.3

New Heights Cooperation Points Way To Growth

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PROGRAMS

MANAGEMENT

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Employee Assistance

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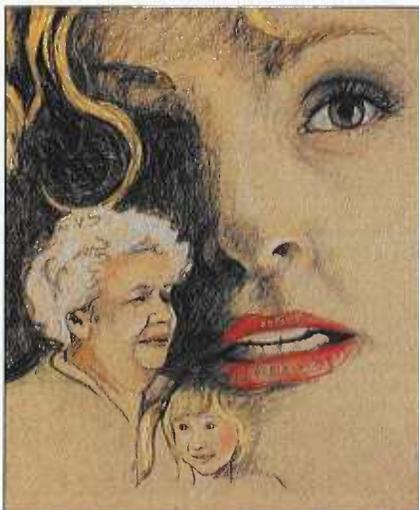
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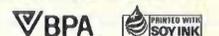
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Cover illustration by Eric Barber.

Employee Assistance (ISSN #10421963, USPS #003237), (registered trademark)—published monthly. Volume 5, Number 3. Subscription rate for *Employee Assistance* is \$77.00 for one year. For foreign subscriptions: Postage and handling per year—for Mexico—add \$13; for Canada—add \$20; all others—add \$30. Stevens Publishing Corporation, at 225 N. New Road, Waco, Texas 76710, phone (817) 776-9000. Second-class postage paid at Waco, Texas 76702 and additional mailing offices. **POSTMASTER: send address changes to Employee Assistance, P.O. Box 2573, Waco, Texas 76702. Every effort is made to ensure accuracy; however, publisher assumes no responsibility for errors in circle numbers, Fast Facts processing, authors' opinions or sources stated (when not those of the publisher) and new product releases provided by manufacturers. All rights reserved.**





Connecting Needs Of Home And Work

In addition to the cover story on managed care and the labor union plus our other stories, EA has a special section on work/family. The EA field has long known of the important connection between work and family. It heartens me to hear that both presidential candidates are addressing family as part of their campaigns. For good reason. HRIN (Human Resource Information Network) recently reported an Olsten study of 578 human resource executives who noted family/work issues topped the list of employee concerns. It outlined the following current benefits available to the workers in those companies. Some 32 percent offer childcare; 17 percent eldercare; 40 percent flex time; 23 percent compressed work week; 18 percent job sharing, 13 percent work-at-home programs; 31 percent paid maternity leave and 20 percent paid time off for education and training.

An NASW (National Association of Social Work) work and family study of 31 tallied the following statistics: 77 percent of their workplaces provided maternity benefits; 64 percent flex time; less than three percent offered eldercare. Their survey showed the most frequently requested workplace changes would be: job sharing at 51 percent eldercare insurance at 55 percent; on-site daycare services for elders at 53 percent; respite and on-site daycare services for children at 45 percent; eldercare leave and resource and referral services at 42 percent; and dependent-care assistance plans for the use of sick time for family illness at 39 percent.

Although the statistics in both studies differ somewhat, they clearly show that the lack of these benefits caused a marked increase in the stress levels of employees. The Olsten study said 72 percent of companies reported higher stress levels during the past five years. NASW reported more than half had difficulty managing work/family tasks. It would seem that today's workers should be beating a path to the EAP's door.

EA also includes an article on divorce mediation, a process couples can use before an attorney gets involved. The clinical focus by Mark Monson and Mary Toole addresses dual diagnosis.

Our cover story this month by John Abbey and Bill Corey looks at Ford Motor Company's joint labor-management program and how it works with managed care. Our story on Member Assistance Programs (MAPs) examines the growing set of programs initiated by the union.

Speaking of trade shows, EA has just returned from the Behavioral Healthcare Tomorrow show. From the 1600 to 2000 attendants, 116 booths and the amount of enthusiasm there, this looks like it really is the behavioral healthcare tomorrow—i.e. the merging and working together of employee assistance, managed care, payors, benefit groups, insurance companies and treatment providers.

Speaking of editorial, October is the month of the EAPA convention, held this year in Atlanta. It is during this convention that EA staff meets with its excellent editorial advisory board and reviews the editorial calendar. We also will be introducing our new editor, Jim Pinkham, to you at EAPA. Jim has been on the newsletter side of the company and recently completed his master's degree in international journalism. Welcome Jim!

Please stop by and see us at EAPA in Atlanta and let us know what we can do to be of service.

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Suzanne Somers



Ms. Somers knows first hand the tragedies of growing up in a home with an addicted parent and the effect that this environment has on the entire family and believes in the need for professionals to intervene in the addiction process. Ms. Somers is the author of *KEEPING SECRETS*, an autobiography, and her newest book *WEDNESDAY'S CHILDREN*, which will be released in the fall of 1992, includes interviews of many well known persons who were victims of abuse. She has won numerous awards for her work in educating the public about the impact of alcoholism on the American family. Ms. Somers provides public and professional lectures and media appearances throughout the country. In January of 1989, she founded the **Suzanne Somers Institute** in Palm Springs, California and assembled a leading group of national experts as faculty to support the field of addiction and behavioral health treatment.

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"The Suzanne Somers Institute affiliates with addiction and mental health service providers and treatment facilities and other health care organizations across the country. Our services are created and provided through the Institute and our Faculty. If your organization or facility is committed to providing quality services for family recovery and you are interested in learning more about our services, please call us. The Suzanne Somers Institute is designed to strengthen your overall position in the health care marketplace."

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President/CEO

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