

# HELP FOR UNION MEMBERS



**HealthCare Assistance** *with Member Support, LLC*

Healthcare Assistance with Member Support (HCAMS) understands that our members are facing more difficult issues than ever before. If stress and anxiety are affecting your already complex daily routines, there is help available.

**HCAMS offers a confidential, no cost Employee Assistance Program (EAP) to all our members and their families 24 hours a day, 7 days a week.**

It's important to recognize the signs and symptoms of stress that left untreated can have a negative impact on your health and job performance. Stress affects all aspects of your life — work, home, and family. But there is help.

The HCAMS staff has more than 90 years of combined experience working with union members and support staff, and is ready to assist with issues such as:

- Stress and Anxiety-Related Conditions
- Job Protective Employee Assistance
- Drug and Alcohol Dependencies
- Addictions of All Kinds
- Depression and Anger Management
- DUI Advocacy
- Hostile Work Environment/Bullying
- Prescription Medication Dependencies
- Grief & Loss Counseling
- Family Problems/Relationship Problems

Don't let "stressors" affect your job security. Call 1.888.828.7826 for more information or to get help. **This is a confidential program that is available 24 hours a day — every day!**

## Did you know

- 43% of all adults suffer adverse health effects from stress.
- 75% to 90% of all doctor's office visits are for stress-related ailments and complaints.
- Stress is linked to six of the leading causes of death: heart disease, cancer, lung ailments, accidents, cirrhosis of the liver, and suicide.
- The Occupational Safety and Health Administration (OSHA) declared stress a hazard of the workplace. In terms of lost hours due to absenteeism, reduced productivity, and Workers' Compensation benefits, stress costs American industries more than \$300 billion annually.
- The lifetime prevalence of an emotional disorder is more than 50% often due to chronic, untreated stress reactions.

## EMPLOYEE SIGNS & SYMPTOMS ON THE JOB

- Low productivity, carelessness, takes needless risks
- Poor concentration — deteriorating work habits
- Unexplained absenteeism, persistent tardiness, inappropriate use of FMLA, disregards consequences
- Interpersonal problems on the job—inability to get along with co-workers/supervisors
- Outbursts, anger management issues and/or aggression
- Avoidance and isolating at work (i.e. Excessively long lunch breaks)
- Higher than average accident rate and Works' Compensation claims
- Inconsistent work quality, frequent mistakes, blames others for poor performance
- Inappropriate conversations at work about personal problems, unpaid loans from co-workers
- Conduct unbecoming of an employee
- Off Duty Conduct: DUI, Domestic abuse, other arrests
- Exhausting all available time
- Inability to provide documentation to return to work fit for duty

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**[www.unionsupport.org](http://www.unionsupport.org)**