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OHIO EMPLOYEE ASSISTANCE PROGRAM

Frontlinefocus

Addressing the Needs of Ohio's Dedicated Public Servants and Their Families Since 1984

Agency Spot Light

By: Christine Dietsch, SERB

This month the OEAP is featuring the State Employment Relations Board (SERB). This agency has been in evolution since it formally opened its doors on April 1, 1984. The mission of SERB is *to promote orderly and constructive labor relations between employers and their employees*. Further, SERB is committed to the fair, impartial and objective adjudication of matters over which it exercises its authority.

The following highlights some of the recent activities and functions of SERB:

- In 2010 the State Personnel Board of Review (SPBR) merged with SERB and is producing many positive outcomes.
- The agency adjudicates unfair labor practices and serves as a statewide clearing house for impartial and objective data.
- The SERB recently added three members appointed by the Governor. SERB consists of 23 full-time highly trained and dedicated professionals, one part-time professional and four intermittent professionals. The staff provides efficiency in investigating and adjudicating unfair labor practice charges, determining the size and appropriateness of bargaining units, conducting union representation elections, mediations, hearings, researching and training, and provides parties in over 1,500 negotiations with comparative wage, benefits, and contract data.
- SERB places great value on mediation, believing that a solution reached between parties is usually better for those involved than a decision issued through the litigation process.

Of interest and note, employee retention has been a hallmark of continuity and assurance of regular, seamless service to our labor/management constituency. SERB embraces its obligation and responsibilities to the citizens of the great State of Ohio!

Helping Children Grow Healthy-Mind and Body

Source: Mental Health America http://www.mentalhealthamerica.net

It is easy for parents to identify a child's physical needs–nutritious and balanced meals; adequate shelter and clothing; sufficient rest and physical activity; immunizations; and a healthy living environment.

However, a child's mental and emotional needs may not be as obvious. Good mental health allows children to think clearly, develop socially, learn new skills, build self-esteem, and develop a positive mental outlook.

These are the basics for a child's good mental health:

- **Give children unconditional love.** Children need to know that your love does not depend on their accomplishments.
- **Nurture children's confidence and self-esteem.** Praise and encourage them. Set realistic goals for them. Be honest about your mistakes. Avoid sarcasm.
- **Encourage children to play.** Play time is as important to a child's development as food. Play helps children be creative, develop problem-solving skills and self-control, and learn how to get along with others.
- **Enroll children in an after school activity,** especially if they are otherwise home alone after school. This is a great way for kids to stay productive, learn something new, gain self-esteem and have something to look forward to during the week. Or check in on children after school if they are home alone. Children need to know that even if you're not there physically, you're thinking about them, and interested in how they spend their day.

Helping Children Grow continued on page 4

Mindfulness Matters
Can Living in the Moment Improve Your Health?

Source: NIH News in Health

At some point in your life, someone probably told you: "Enjoy every moment. Life is short." Maybe you've smiled and rolled your eyes at this well-intentioned relative or co-worker. But the fact is, there's something to it. Trying to enjoy each moment may actually be good for your health. The idea is called mindfulness. This ancient practice is about being completely aware of what's happening in the present—of all that's going on inside and all that's happening around you. It means not living your life on "autopilot." Instead, you experience life as it unfolds moment to moment, good and bad, and without judgment or preconceived notions.

A major benefit of mindfulness is that it encourages you to pay attention to your thoughts, your actions and your body. For example, studies have shown that mindfulness can help people achieve and maintain a healthy weight. Also, studies state, "It is so common for people to watch TV and eat snack food out of the box without really attending to how much they are eating. With mindful eating, you eat when you're hungry, focus on each bite, enjoy your food more and stop when you're full."

You can practice mindfulness throughout the day, even while answering e-mails, sitting in traffic or waiting in line. All you have to do is become more aware—of your breathing, of your feet on the ground, of your fingers typing, of the people and voices around you.

Being Mindful

The concept of mindfulness is simple, but becoming a more mindful person requires commitment and practice. Here are some tips to help you get started:

- **Take some deep breaths.** Breathe in through your nose to a count of 4, hold for 1 second and then exhale through the mouth to a count of 5. Repeat often.
- **Enjoy a stroll.** As you walk, notice your breath and the sights and sounds around you. As thoughts and worries enter your mind, note them but then return to the present.
- **Practice mindful eating.** Be aware of taste, textures and flavors in each bite, and listen to your body when you are hungry and full.
- **Find mindfulness resources** in your local community, including yoga and meditation classes, mindfulness-based stress reduction programs and books.

Recognizing Attention Deficit Hyperactivity Disorder (ADHD)

By: liveandworkwell.com ©. All rights reserved.

Attention Deficit Hyperactivity Disorder affects three to five percent of children in the United States. According to studies, "Only one-third of the ADHD population outgrows it; the remaining two-thirds have it throughout adulthood." ADHD makes it very difficult to learn in school when younger and to achieve at work when older. Often people have great trouble living up to their potential. Adults with ADHD are often unemployed or underemployed. Adolescents and young adults often drop out of school before completing high school or college. People with ADHD are more likely to abuse alcohol and drugs than people without ADHD.

Helpful Information

The name of Attention Deficit Hyperactivity Disorder can be confusing because not everyone who has it is hyperactive. There are three types of ADHD:

- Inattentive type
- Hyperactive-impulsive type
- Combined type (both of above symptoms prevail)

For all types of ADHD, there are problems in at least two settings, like home or school or work. Symptoms of ADHD can range from mild to severe.

In the people who have the inattentive type, you can see a combination of:

- Difficulty paying attention
- Making careless mistakes
- Losing things
- Easily distracted by noises

In the people who have the hyperactive-impulsive type, you can see a combination of:

- Fidgeting or squirming
- Talking too much
- Difficulty waiting turns
- Interrupting others

No one knows the exact causes of ADHD, but there have been numerous studies done that point to genetic and/or nervous system factors as the greatest contributors to ADHD. Most people with ADHD will have at least one close relative who also has ADHD. (Many adults first realize that they have ADHD when one of their children is diagnosed with ADHD). ADHD is not caused by poor parenting practices. ADHD has nothing to do with intelligence -people with ADHD can be very smart. ADHD isn't anyone's fault. ADHD can take a great toll on self-esteem. People with ADHD can get a lot of negative feedback from teachers, families, employers and others. They are often misunderstood and labeled as lazy, defiant, odd or bad. It's hard to feel good about yourself when you get that kind of feedback regularly.

Helpful Strategies

If you think that you or someone you're close to has ADHD, find a mental health professional who has training and experience with diagnosing ADHD. To look for a mental health professional, you can start by talking to friends, family members, or your spiritual advisor.

- Teachers and school counselors can also be a resource.
- Your family physician should always be consulted.
- Your insurance company can tell you who their preferred professionals are in your area.

If medication is prescribed, learn all you can about the medication, including benefits as well as possible side effects and risks. People with ADHD who get proper treatment find it easier to learn, pay attention, finish things, and

Recognizing ADHA continued on page 4

Helping Children grow continued from page 1

- **Provide a safe and secure environment.** Fear can be very real for a child. Try to find out what is frightening him or her. Be loving, patient and reassuring, not critical.
- **Give appropriate guidance and discipline** when necessary. Be firm, but kind and realistic with your expectations. The goal is not to control the child, but to help him or her learn self-control.
- **Communicate.** Make time each day after work and school to listen to your children and talk with them about what is happening in their lives. Share emotions and feelings with your children.
- **Get help.** If you're concerned about your child's mental health, consult with teachers, a guidance counselor or another adult who may have information about his or her behavior. If you think there is a problem, seek professional help. Early identification and treatment can help children with mental health problems reach their full potential.

Recognizing ADHA continued from page 3

get along with others. Once a correct diagnosis is made, people with ADHD begin to feel better about themselves because they have an explanation about why certain things have been so hard for them. Studies show that children who are prescribed medication for ADHD are much less likely to abuse alcohol and drugs later in life than the children with ADHD who do not take medication. The sooner the correct diagnosis is made and treatment begins, the sooner the person's self esteem can improve. However, it is never too late to make an accurate diagnosis, and even adults can benefit from the knowledge of the disorder and available treatments.

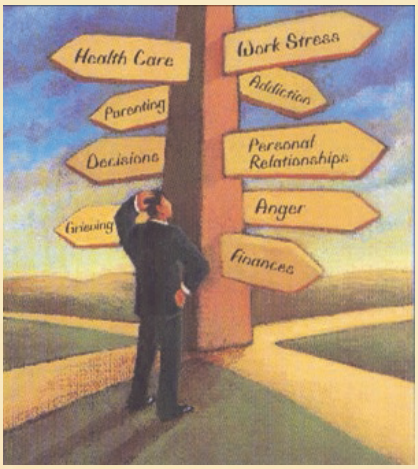
2013 OEAP Resource Retreat

"Crisis management in the workplace, home and community"

The Ohio Employee Assistance Program (OEAP) will host its 2013 Resource Retreat for agency EAP Coordinators from across the State. This exciting one day event is scheduled to take place on **April 30, 2013** at the Hyatt Regency Downtown Columbus. This event provides an incredible opportunity for agency EAP Coordinators, Human Resources, Labor Relations, and union professionals to network and learn about current behavioral health care trends, as well as gain new knowledge, skills and tools to be more effective. This year's retreat promises to be an unforgettable experience! Registration information will be coming soon!

OEAP OHIO EMPLOYEE ASSISTANCE PROGRAM

Your employee assistance program offers confidential help for personal problems and concerns. Concerned about a troubled family member who won't get help? Feel tired and exhausted, but don't know if it's burnout, loss of motivation, depression, or all three? Late for work too often? Has use of alcohol or drugs created a crisis you are facing right now? The bottom line: Never wonder if your concern is suitable for the OEAP. So, if you've been putting off taking action to solve a serious issue that is weighing on you, give the OEAP a call today.



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