



# CHAPTER UPDATE

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PO BOX 81673

CHICAGO IL

60681-0673

312-458-9797

FALL 2007

## EXECUTIVE COMMITTEE

### President

Chet Taranowski, CEAP  
Aon Corporation  
chester\_j\_taranowski@aon.com

### Vice President

Jan Reisch, CEAP  
Private Practice  
reischjm@yahoo.com

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Healthcare Alternative Systems, Inc.  
mjacome@hascare.org

### Secretary

Chris Drake  
Metropolitan Family Services  
drakec@metrofamily.org

### Ex-officio

William Heffernan, CEAP  
Employee Resource Systems  
wheffernan@ers-usa.org

## BOARD OF DIRECTORS

Laura Adams, CEAP  
Alexian Brothers Behavioral Health  
laura.adams@abbhh.net

James Costabilo, CEAP  
Resurrection Behavioral Health  
jcostabilo@comcast.net

David Folkes  
Central DuPage Hospital  
david\_folkes@cdh.org

Michael Goldman, CEAP  
Cook County EAP  
mgoldmanb@aol.com

Doug LaBelle  
Private Practice  
dlabellelcs@aol.com

Ken Morse  
American Airlines  
kenm3@sbcglobal.net

Terri O'Connor  
Timberline Knolls  
toconnor@timberlineknolls.com

Lisa Primm  
Alexian Brothers Behavioral Health  
lisa.primm@abbhh.net

WEBSITE [www.NIEAPA.org](http://www.NIEAPA.org)

EMAIL [NIEAPA@comcast.net](mailto:NIEAPA@comcast.net)

EDITOR Essie Landsman

## FROM THE DESK OF THE PRESIDENT Chet Taranowski, PhD, LCSW, CEAP



### Mental Health Disability - Part I

No individual chronic disease—not angina, not arthritis, not asthma, not diabetes—is more disabling than depression, according to a World Health Organization study (*Groch, 2007*). Across the United States, costs related to psychiatric disability continue to rise. In fact, disabilities related to behavioral health conditions are the fifth leading cause of short-term disability and the third leading cause of long-term disability (*Employers Guide to Behavioral Health Services, 2005*). An additional 20-40% of all medical disability claims involve co-morbid or secondary psychiatric or substance abuse problems that contribute directly to disability or interfere with return to work (*Assessing and Treating Psychiatric Occupational Disability, 2007 p. 4*). At Aon about 10% of our short-term disability is due to behavioral health issues. By far the biggest cause is depression, which accounts for about 69% of lost days. A similar experience has been seen at JPMorgan Chase where behavioral health diagnoses account for about 10-12% of all disability, 70% of which is due to depression. (*see: Managing Psychiatric Disability at JPMorgan Chase, 2007*)

In spite of these statistics, many workplaces continue to take a fragmented approach to psychiatric disability management. Employee-sponsored benefits are often uncoordinated, duplicative and uneven in terms of access, accountability, and quality. Further, research has found that a significant majority of persons with a psychiatric illness do not receive minimally adequate treatment. Employers typically do not encourage employees to be screened for behavioral diseases as they might for other health problems. Many company-sponsored benefit plans are designed to encourage treatment by primary care physicians and not by psychiatric professionals, thus potentially lengthening disability time. The physicians themselves are usually uninformed about the workplace and even view employers as part of the disabled employee's problem. These same physicians will often admit to not understanding their patient's job requirements, nor the benefits that are available from employers (*Assessing and Treating Psychiatric Occupational Disability, 2007*).

Several recent studies have suggested that business would benefit from reviewing their short-term and long-term disability programs and developing a more proactive approach for managing behavioral health disability. Goals might include early intervention to minimize the severity of the conditions, making sure employees receive proper (continued on back page)

## 2007 CALENDAR OF EVENTS

### NIEAPA CHAPTER MEETINGS

**Friday, October 19** IBEW Local # 701, Warrenville, IL (see enclosed meeting announcement)  
**Friday, December 7** Resurrection Health Care, Westlake Hospital Melrose Park, IL

### WORLD EAPA CONFERENCE *visit [www.eapassn.org](http://www.eapassn.org)*

**Thursday, October 25 - Saturday, October 27**

**Pre-Conference Trainings: Tuesday, October 23 - Wednesday, October 24**

Town & Country Resort & Convention Center

San Diego, CA (*see Vice President's column for details*)

**PLEASE MARK YOUR CALENDAR**

**HEFFERNAN WINS NATIONAL VOLUNTEER OF THE YEAR AWARD (reprinted from CHC article)**

**Bill Heffernan**, CHCI chair from 2004 to 2007, was named Volunteer of the Year by Community Health Charities of America (CHC) for his demonstrated leadership, commitment, volunteer excellence, and his significant contributions to the CHC mission. The award was announced at the 2007 Annual Meeting and Community Leadership Conference in Austin, Texas. During his three terms as Board chairman, Heffernan, of Oak Park, IL, engineered an upgrade in the volunteer board and overhauled the management structure resulting in \$6 million in funds for the 39 Illinois member charities.



Heffernan accepted the award before an audience of member-charity executives, corporate campaign sponsors, volunteers, and professional personnel from the 38 state CHC affiliates, including Illinois professional staff officers, **Barbara Boden**, Pres/CEO and **Larry Kaufman**, VP, Institutional Development.

Heffernan said that his participation in CHCI had taken on new meaning when, in the middle of his leadership tenure, he was personally diagnosed with cancer. "I came to appreciate firsthand the importance of the funds raised to help patients and work toward cures," he added. He thanked **Barbara Boden**, CHCI president, for nominating him for the award, and his wife **Julie** and their two children, ages 9 and 15, for encouraging his community service. Heffernan, whose company, **Employee Resource Systems**, provides employee assistance programs (EAP), urges employers to consult CHCI's experts on the benefits their companies will derive from workplace giving programs and the convenience of "one-stop" health support. ■

**WE CONGRATULATE YOU, BILL!**

*Bill Heffernan, past president of NIEAPA, completed the Chicago Triathlon as a member of The Leukemia and Lymphoma Society's "Team in Training." With the help of just over 100 contributors, Bill was able to raise \$12,411 for education, patient services, and research. Bill completed the Triathlon as part of his recovery from cancer treatment and in honor of his friend and mentor Mike Stroden, former Director of the Chicago Transit Authorities EAP, who died of complications associated with the treatment of lymphoma.*

**CONFERENCE 2008**

**Priscilla Murphy, Conference Co-Chair**

**Save the Date...**It's already time to start thinking about the 2008 NIEAPA Conference. Mark your calendars for Tuesday, **June 3, 2008**. We are pleased that the Conference will be held at The Stonegate Conference Center in Hoffman Estates for the third year.

Preparation and planning has already begun. We need your help! Participating in Conference planning is a valuable, rewarding experience that will expand your network and knowledge of the field. There are a variety of ways to lend your skills to the Conference. Please contact **Priscilla Murphy, Metropolitan Family Services**, Conference Chair, at 312-986-4158 or [murphyp@metrofamily.org](mailto:murphyp@metrofamily.org) to find out how you can be involved in next year's Conference.

It isn't too early to start thinking about the Conference program and presenters. If you have an interest in presenting at next year's Conference, please visit our new website, [www.nieapa.org](http://www.nieapa.org) (**Conference and Events Page**) to download a *Presenter Proposal Form* or see the enclosure in this mailing to request one via fax or mail. We hope to make the upcoming Conference enriching and engaging. Please spread the word to professionals interested in sharing their expertise.



As you plan your 2008 budgets, we hope you will keep in mind the many ways in which you and/or your organization can benefit *and* help shape the Conference. Information will be coming your way early next year about:

- ✓ Exhibitor opportunities
- ✓ Conference Book advertisements
- ✓ Self-care raffle donations
- ✓ Food sponsorships

We look forward to your continued support as we work together to deliver another outstanding NIEAPA Conference! ■

**MARK YOUR CALENDAR**  
**TUESDAY, JUNE 3, 2008**  
**NIEAPA 30<sup>TH</sup> ANNUAL CONFERENCE**

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This research is being conducted with funding from the NIMH.

**A MESSAGE FROM THE VICE PRESIDENT**  
**Jan Reisch, LCSW, CADC, CEAP**

What upcoming NIEAPA Event is FREE of CHARGE?

Once a year there will be one NIEAPA Chapter Meeting that will be FREE of CHARGE. This year it is our October 19, 2007, meeting at IBEW Local #701 in Warrenville, Illinois. It is a great way for interested parties to experience networking and have an opportunity to see what our Chapter has to offer. Be sure to mention this to your co-workers, peers and anyone else who would want to learn more about NIEAPA and also hear a presentation on "Diversity: Increasing Labor and EAP's Responsiveness" along with receiving CEUs.



**Members on the Move and in the News**

Congratulations to long time NIEAPA member and past Board member, **John Tuttle**, on his promotion to Lead EAP Manager for American Airlines.

John Tuttle

Congratulations also go to NIEAPA member **Karen Pinkney** who was chosen by *America Speaks* as a facilitator to support a critical conversation for the people in the front lines of post-Katrina recovery and rebuilding efforts at the first ever City of New Orleans Employee Town Meeting.

And best wishes to **Karen Pinkney** in her new position as Organizational Development Specialist at **Loyola University Health System** in Maywood, Illinois.

**NIEAPA Website**

Our Chapter's new website, [www.nieapa.org](http://www.nieapa.org) is a result of the hard work of Board Members **Chris Drake**, **Metropolitan Family Services**, and **Laura Adams**, **Alexian Brothers Behavioral Health**. Be sure to check out the website regularly for upcoming Chapter events, Newsletters, Listing of the Board of Directors, links to the International EAPA website and much more.

Another feature on the website, thanks to NIEAPA President **Chet Taranowski**, **Aon Corporation**, is Listserv, which **NIEAPA Chapter members** can join at no charge to "chat" with other members via an electronic discussion board. More information is available under "Networking" on our website.

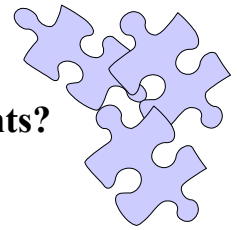
**EAPA Distance Learning Opportunities**

EAPA is currently offering online training for employees and supervisors in companies subject to DOT drug and alcohol education requirements (on FAA AND FMSCA only, at this time). Four courses are available and more information can be obtained from the EAPA website at [www.eapassn.org](http://www.eapassn.org).

**What is the Second Largest City in California?**

The answer is San Diego—the location of the EAPA 2007 Annual World EAP Conference. *(continued on back page)*

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**FROM THE DESK OF THE PRESIDENT** (continued)

evaluation and treatment by a mental health expert and coordinating the activities of the return-to-work team, including the EAP. All of this should be undertaken to encourage an employee's early recovery and successful return to their job (*Employers Guide to Behavioral Health Services, 2005*).

Are you interested in this important topic for Employee Assistance Professionals? See the references below. Most are available on the Internet.

- Assessing and treating psychiatric occupational disability. (2007). Partnership for Workplace Mental Health. American Psychiatric Foundation.  
[www.workplacementalhealth.org/APDisabilityProjectExecSumm.pdf](http://www.workplacementalhealth.org/APDisabilityProjectExecSumm.pdf)
- *Employers Guide to Behavioral Health Services* (2005). Center For Prevention and Health Services of the National Business Group on Health.  
[www.businessgrouphealth.org/prevention/et\\_behavioralhealthreport.cfm](http://www.businessgrouphealth.org/prevention/et_behavioralhealthreport.cfm)
- Groch, Judith (Sept 7, 2007). Depression Eclipses Other Chronic Disease for Poor Health Status. *MedPage Today*  
[www.medpagetoday.com/](http://www.medpagetoday.com/)
- Managing Psychiatric Disability at JPMorgan Chase. (First Quarter 2007). *Mental Health Works*, American Psychiatric Association.
- Partnership takes on Psychiatric Disability (Second and third quarters 2007). *Mental health Works*. American Psychiatric Association.  
[www.workplacementalhealth.org/](http://www.workplacementalhealth.org/) ■

**DO WE HAVE YOUR UP-TO-DATE EMAIL ADDRESS?  
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...don't miss out on important announcements...**

**PLEASE VISIT US AT OUR NEW WEBSITE  
[WWW.NIEAPA.ORG](http://WWW.NIEAPA.ORG)  
FOR OUR LATEST NEWS AND EVENTS**

**CORRECTION**

**John Tuttle, American Airlines**, was incorrectly identified in the photo in the last issue of the *Chapter Update*. See John's photo on page three of this issue. The editor sincerely apologizes for the error.

For Advertising in the Quarterly Newsletter, please visit [www.nieapa.org](http://www.nieapa.org) or contact Essie Landsman 847-998-0929

**MESSAGE FROM THE VICE PRESIDENT** (continued)

Pre-conference trainings start on October 23<sup>rd</sup> and the Conference itself opens on the evening of October 24<sup>th</sup>, 2007. I recently spoke to the Conference Chair, who was very excited about this year's location—Town and Country Resort and Convention Center—a self-contained location with five restaurants and a Day Spa!

Because the resort is so large, EAPA has arranged for a block of rooms near the exhibit hall. We hope to see you there! **If you are interested in having dinner with other NIEAPA chapter members at the Conference, please contact me at [reischjm@yahoo.com](mailto:reischjm@yahoo.com).** ■

**NIEAPA extends a warm welcome to the following new members:  
EMILY HUMMEL  
BRIAN MALINOWSKI**

**COMMENTS FROM ATTENDEES AT THE LAST CHAPTER MEETING—MEN IN TRANSITION—Presenters Mary Jo Barrett, Bill Martin, and Kurt Schultz:**  
"Excellent, informative, and passionate"  
"Fabulous" "Knowledgeable"  
"Great presenters and presentations"  
"Wonderful job involving the audience"



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