



THE LATEST NEWS AND UPDATES

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Message From The President

PAUL FITZGERALD, PSY.D.,LCPC, CEAP

It's been quite a summer for those of us in the employee assistance and behavioral health treatment fields. In late June and early July, we saw the COVID-19 numbers falling, and thought there was a light at the end of the tunnel. Unfortunately, that turned out to be the headlight of the Delta variant speeding straight at us, and our hopes for a return to normalcy in the fall were seriously shaken up, even as large sectors of the country and the world continued as if the return to normalcy was still proceeding smoothly. So we have some more work to do to get back to something like our previous lives; but it's become evident that in many ways those days are gone forever, for better or worse.

I have seen some of the changes that the pandemic has caused in the mental health and EAP field, but from my current perspective as an individual affiliate, rather than my previous role as a clinical director of an EAP. I'd be interested to know how the pandemic has affected organizational work, especially workplace training, critical incident stress management, and supervisor consultations. I'd welcome our members' experiences, so I will start a "thread" in the NIEAPA list-serve where people can remark on the changes in EAP operations. I'd also love for our membership to hear from treatment providers about the ways they have had to change their approach to treatment to accommodate remote services and social distancing, and how that may have affected the quality of treatment – again, for better or worse.

From my vantage point as an individual behavioral health provider, I've seen clinical services become more accessible but less available, as providers (including myself) have become overbooked and fatigued. Most providers have switched to mostly or all tele-health sessions, and clinically it has worked out better than many of us might have expected. Clients seem to stay in counseling and psychotherapy longer, and miss fewer sessions, when they don't have to travel to an office. (I had already been using tele-health before the pandemic, so I guess I was an early adopter). I've been able to offer twice-a-week sessions to my clients who need more intensity. Old clients have come back as their work and family life has changed and they need some support. My referral sources have sent more people to me for EAP services, and I've sent more people to my trusted colleagues, as we all try to meet demand. But one unfortunate result of all this has been that providers'



schedules are full, and clients have to wait. Interestingly, most to whom I've talked are willing to wait, even for six to eight weeks. It makes me wonder whether the EAP field's traditional focus on what the client company wants (lowest per-employee costs, 30 minutes or 30 miles to a counselor's location, 3 business days to offer an appointment) may not be the focus that the employees and their family members want or need the most. Sure, we moved to call centers to address some of these challenges and deliver services more efficiently; but after a year and a half of modified service delivery, the people who use our services seem to be looking for the benefits of a relationship with a trusted behavioral health professional, even more than they are looking for ease or promptness of services. We might be able to leverage that in our contracting with employers, especially if we want to preserve the value proposition of a dedicated EAP that offers more than a set number of free sessions through the employees' health benefit plan.

One innovation with which I have not been particularly impressed has been the rise of "app-based mental health," for want of a better term. These are the services that offer either text-based services or quick scheduling of tele-health sessions for users, often with a random counselor, for a set cost. The feedback I have heard from people who've used these services is that they really don't feel they have a relationship with the counselor. They may be scheduled with different counselors over time, since the counselors may leave the program or their availability may change; and even if the users can stay with the same counselor, they feel that the counselor doesn't really remember their issues well from session to session. Maybe I'm old-school enough to believe that it's the treatment alliance that provides much of the benefits of mental health services. I've felt that to be true even when I was running a call center that offered the presence of Master's-level counselors on the phone, and we had to leverage the opportunity to use that "first and maybe only session." I suspect that health care, and behavioral health in particular, will rediscover that it's the "non-specific factors," AKA bedside manner, that plays a vital role that technology should augment, but cannot replace.

Feel free to add your thoughts in the list-serve. Meanwhile, everyone stay safe, and let's help each other get through this.

A handwritten signature in black ink, reading "Paul Fitzgerald".



ANNOUNCING EXCITING VIBRANT MEMBERS-ONLY WEBSITE FEATURES

As part of our constant drive to provide as much benefit for our membership as possible, we are excited to announce the launch of our member-only portal and forums. The membership portal will allow us to be better connected as an association, provide higher quality exclusive membership content, and allow members to have greater control over their membership profile and dues, among many other new interactive opportunities features.

Effective Nov. 8th, we will be closing the NIEAPA Membership ListServ. In its place, we encourage you all to please join us on NIEAPA's newly created online [MEMBER NEWS FORUM \(community\)](#). This forum is a significant step forward to meet the growing need for virtual engagement. The interactive features are focused on creating and maintaining a foundation for conversation where NIEAPA members can discuss important industry topics and news. We invite you to help us make the Member News Forum a timely, engaging place for members to share and connect. The Member News Forum is located on the NIEAPA website – nieapa.org – and is only accessible to members of NIEAPA.

We've prepared guides for those among our membership who might be unfamiliar with the website, or with forums, and want to assure you, we'll be available to help all our members throughout this transition. For help logging in, check [this guide](#), and for a tutorial on using the Member News Forum, [click here!](#) It's important that all our members familiarize themselves with the forum, as it will become a primary source for news, updates, and member communications.

In addition, we are also launching dedicated forums for each of our NIEAPA committees, to facilitate communication, and to help keep all of the resources our hardworking committee and board members need in one place. The committee forums will be available only to committee members, but general committee information – including information on how to join a committee! – will remain available to all.

[Help Guide](#)



The Members only section of the website will also provide exclusive access to the NIEAPA member directory, as well as the archive of recorded past chapter meetings and training sessions we will compile over time.

As always, we're here to help however you need through this new transition! If you have any questions or difficulty with the new members-only pages and forums, please reach out directly to Asher Robeson, Association Manager, at nieapa@corpevent.com, or 312-756-7756!

NIEAPA NORTHERN ILLINOIS EMPLOYEE ASSISTANCE PROFESSIONALS ASSOCIATION

This guide contains directions for accessing and using the NIEAPA Members Forum. If you have further questions or concerns, please contact Asher Robeson, Association Manager, at nieapa@corpevent.com or call the association office at 312-756-7756. Thank you!

- Go to nieapa.org, and log in to the website; instructions on how to log in can be found here.
- In the menu at the left, mouse over "MEMBER RESOURCES", and in the additional links displayed, click on "MEMBER NEWS FORUM".

NIEAPA NORTHERN ILLINOIS EMPLOYEE ASSISTANCE PROFESSIONALS ASSOCIATION

MEMBER NEWS FORUM

1. The first time you visit the forum, click the "Subscribe to Forum" link, circled below in red.

NIEAPA NORTHERN ILLINOIS EMPLOYEE ASSISTANCE PROFESSIONALS ASSOCIATION

MEMBER NEWS FORUM

Last message

Replies

INTRODUCING NIEAPA MEMBER FORUM

Up for Discussion

OPENING AN IMPORTANT DISCUSSION Current EAP Court Case in the News

I sought therapy after my boss at Google discriminated against me. I used a 3rd party therapist through the company and it was a decision I will forever regret.

NEWSNATION USA

Chelsey Glasson was shaken by her experience with an EAP counselor and says she wishes she went to an outside, independent therapist instead.

- Chelsey Glasson is an ex-Google employee who is suing the company alleging pregnancy discrimination and retaliation.
- She met with an Employee Assistance Program therapist to help her through what she alleges was a toxic workplace environment.
- Now the notes from those sessions have become important as part of her lawsuit, and she worries that Google therapists may have a conflict of interest.

Even before I began meeting with my Employee Assistance Program (EAP) counselor for support while fighting ongoing workplace discrimination and retaliation, I noticed her around the Google campus enjoying the many perks: unlimited free food and espresso drinks the company car wash, and the beautiful rooftop garden with a view of Lake Washington. Her office was onsite, which made it convenient for her to schedule back-to-back appointments with Googlers throughout the day.

And though she appeared just like any other Google staff member, my EAP counselor was a third-party contractor. Had I realized how her contract had the potential to bias her, I would have never visited her in the first place.

97 percent of companies with more than 5,000 employees offer some version of an EAP, a benefit that typically includes short-term mental healthcare and referral services. Many large tech companies like Facebook and Google, however, have recently started offering up to 25 free EAP-sponsored counseling sessions. While EAPs are often promoted by HR departments as counseling services equivalent to independent therapy, there are vitally important differences between the two. For one thing, EAP providers operate with varying levels of confidentiality. EAP are also sometimes driven by a goal of addressing issues that impact workplace performance, an objective that can heavily bias treatment in favor of one's employer.

[READ MORE](#)

COMMENTARY NIEAPA'S CHAPTER PRESIDENT

Paul Fitzgerald, Psy.D.,LCPC, CEA

This article was brought to our attention by one of our long-time members who has been an EAP administrator, and who agreed that it is very concerning to hear about this situation.

Reading this article carefully, it seems that there are a number of assumptions about EAP's and how they work, about the incentives or loyalties of an EAP counselor, and about confidentiality, that appear to have been made by the employee/ writer. If anything, this should underscore the need for EAP counselors to go over the Statement of Understanding and Notice of Privacy Practices when the first session takes place, and truly make sure that the employee DOES understand the nature of the services. The SOU should make clear that EAP counseling is NOT "treatment" and is not the same as psychotherapy with a private practice therapist. Unfortunately, the EAP counselor in this case did not make this clear, and appears to have formed a longer-term type of therapeutic alliance with the employee - presumably because the account wanted to offer extra help to their employees in the form of more sessions allowed. The counselor also (reportedly) failed to facilitate a referral when the EAP was no longer felt to be an appropriate modality for this employee. That is somewhat alarming, if true, for an onsite EAP.

The need to make sure that the nature/scope of services and boundaries are clear is especially important when the onsite counselor works for a contracted EAP firm, and not the company. We may assume that this is obvious to employees who use the program, but this case demonstrates that even professional tech-savvy employees may not know the difference between EAP counseling and psychotherapy, and between an internal and external EAP. However, the employee obviously did their homework after the situation became adversarial, and expected the EAP counselor to be providing trauma treatment for her self- described traumatic experience with the employer.

This case has many cautions for our profession. If you would like to express your opinion on this issue, please feel free to post your comments to the new thread on our [MEMBER NEWS FORUM](#) with the subject "DISCUSSION - Current EAP Court Case in the News." Please remember, you will have to sign-in first.

- Paul Fitzgerald

NIEAPA

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Save your spot today!

UPCOMING EVENTS *join us*

EVENT SCHEDULE

NIEAPA
December Business
Meeting
 9:00 - 9:40 am
Meeting
 9:40 - 9:50 am
Break

NIEAPA December
Professional Education
Webinar
 9:50 - 12:00 pm Webinar

REGISTRATION RATES:

NIEAPA Members - FREE

As part of your membership benefit, all webinars are free! Members are allowed to share one free pass with a guest. We invite you to share this pass to connect and build relationships with friends and colleagues.

Non-Members - \$40

Other EAPA Chapter
Members - \$10

Students - FREE

Discount codes are available for EAPA outside chapters and students. Please contact the NIEAPA office at NIEAPA@Corpevent.com.

NIEAPA
 CHAPTER MEETING & PROFESSIONAL EDUCATION
HOW TO BE A BURDEN:
RELATIONSHIPS IN DEPRESSION
 Friday, December 3, 2021
 9:00 am - 12:00 pm
[REGISTER NOW](#)

You want to help your depressed clients live a fulfilling life but teaching them about cognitive distortions and coping strategies isn't helping enough. This training will show you how to leverage your client's relationships to help them feel more understood and less alone.

PRESENTATION OBJECTIVES:

- Understand new research about what causes and sustains depression.
- Learn the psychological and physiological benefits of creating burdensome relationships.
- Gain specific tools to help clients navigate complex relationships and learn to talk about their problems.



PRESENTER:

[Myron Nelson, LCPC](#)

Psychotherapist, Black Tie Therapy

Register Now!

NOTE: To receive your complementary member rate, you must login to the NIEAPA website. For help logging in, check [this guide](#).



CALL FOR PRESENTERS

SHARE YOUR EXPERTISE!

NIEAPA is now accepting **speaker submissions** for their 43rd Annual Conference to be held in 2022

Our Conference Committee will be getting together soon to kick off the planning for our 43rd NIEAPA Conference to be held in the late spring of 2022. Details will be forthcoming as soon as we have them.

The NIEAPA Conference attendees include:

- EMPLOYEE ASSISTANCE PROGRAM MANAGERS & EXECUTIVES
- BENEFIT MANAGERS
- CLINICAL PSYCHOLOGISTS
- MEDICAL DIRECTORS
- SOCIAL WORKERS
- COUNSELORS
- COMMUNITY LIAISONS

If you are interested in being one of our presenters at the conference please submit your proposal by **November 30, 2021**. All chosen presenters will be contacted in January 2022 or before, with a formal invitation to present.

Conference Location: TBA - we are hoping to go back to an in-person conference

Please be prepared to include the following in your submission:

- Speaker Application
- Description of Presentation
- Learning Objectives
- Brief Outline
- Resume
- Speaker Bio

All presentations must be worth 1.5 CEU.

[Submit Speaker Application](#)

Please note: The theme of the conference is based on the presentations submitted. For a list of past presentations, please [click here](#).

The deadline to submit a speaker proposal is November 30, 2021.

For more information on speaker submissions please contact Kim Branch at NIEAPA@corpevent.com or call 312-756-7756.



NORTHERN ILLINOIS
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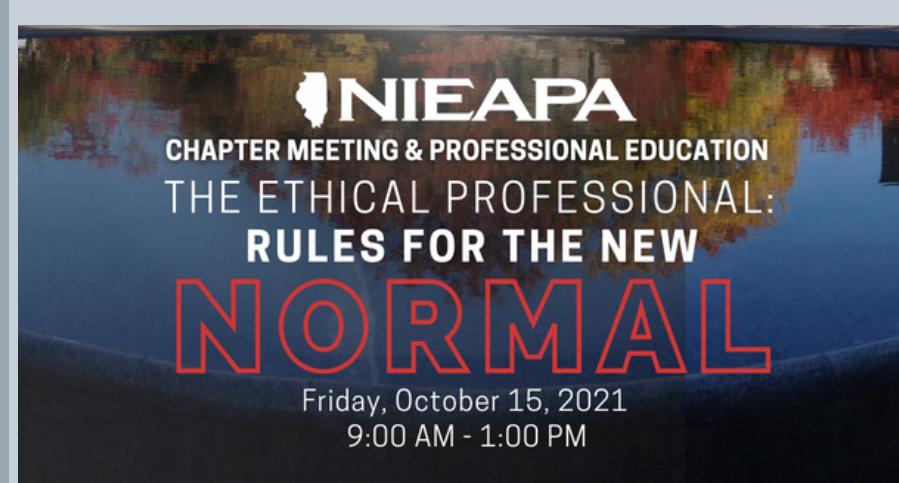
EVENT Recaps

What is legal and ethical in a post-pandemic world? This workshop reviewed Illinois laws and professional ethics as they applied to mental health providers. We also covered the use of technology, including mobile applications and telehealth, as emergency permissions end from state-to-state. Finally, we explored risk reduction and burnout prevention in this info-packed session!

[Presentation Slides](#)

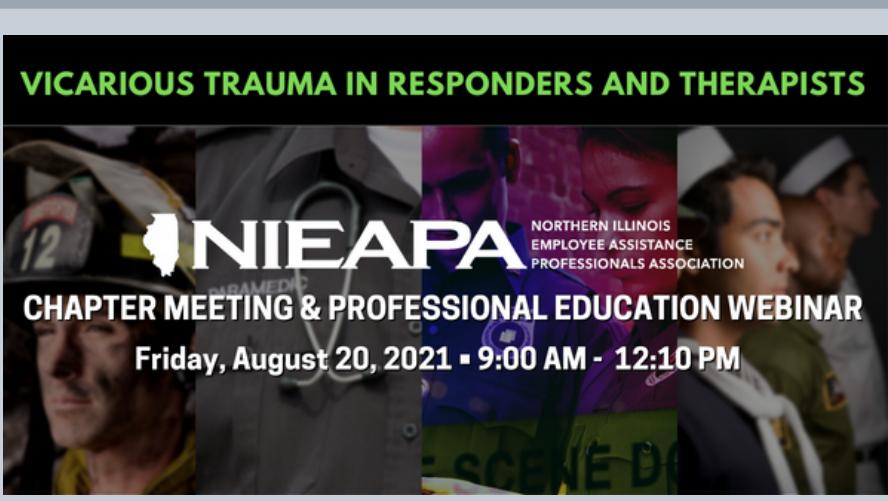
[View Recording](#)

Past Chapter Meeting educational sessions can NOW be viewed on-demand in the Member-Only Resources webpage!



NIEAPA's Chapter Meeting • October 15, 2021

The Ethical Professional: Rules for the New Normal
Presented by: Valerie Jencks, LMFT, LCPC, Executive Director of Prairie Family Therapy, Founder of The MFT Incubator and Laughing Matters in Chicago



NIEAPA's Chapter Meeting • August 20, 2021

Vicarious Trauma In Responders and Therapists

Presented by:
KAMMIE JUZWIN, PsyD, ProActive Behavioral Services

Catch up on valuable NIEAPA updates and learn how the impact of prolonged quarantine conditions and differ from other stress exposure. This program examined some of the critical elements related to vicarious trauma first responders and therapists may experience during periods of extended emergency situations.

[Presentation Slides](#)



SHARE YOUR EXPERIENCE:

HOW HAS BEING A MEMBER OF NIEAPA HELPED YOU IN YOUR PERSONAL AND OR PROFESSIONAL LIFE?

Thanks to our members for sharing!

Too new to NIEAPA to evaluate the question. My hope is that will bring great value to me, my agency and the clients I may be privileged to serve.

Cynthia A Bill, LCSW, CRADC, SAP, CCTP II

Through NIEPA I developed my friendship with Gary Cohen who would later become my business partner and together we would start two companies, Employee Resource Systems, Inc. and ScreenSafe, Inc. Over the years we worked with many wonderful people, two have authored books, one went on to start a business in Australia, another leads another EAP, one has gone on to an incredibly successful career as a consultant, many started private practices, one former employee grew her practice to seven offices and nearly 100 therapists before selling to a larger organization.

WILLIAM HEFFERNAN, LPCC, CEAP, SAP

I am now retired, so my answer involves a lifetime of positions. I can honestly say that every single job I have gotten in the EAP field has been because of connections through ALMACA/EAPA. I love this organization because I have not only met colleagues that I respect and appreciate, but I have solid friendships that have been lifelong because of my connections through EAPA.

SCOTT CULLEN-BENSON

I appreciate my fellow professionals, who respond to Listserv inquiries and share their wisdom. I also find the meetings and trainings/discussions facilitated by NIEAPA via the annual conferences, chapter meetings, professional support committee, and the diversity committee to be invaluable in keeping up with current trends in the EAP and counseling fields! Thank you for all the work NIEAPA leadership does to organize and facilitate these offerings!

Pamela Gomez Scott

Education and connections have added value to broaden my knowledge in the field as well as my perspective. This experience has allowed me to be more effective in the efforts to help others in need of services.

Scott Janson

BY NETWORKING,
TREATMENT
PLACEMENT,
EDUCATION AND
CEU'S!!
PATTY A FRENCH

Provided relationships
with other respected
clinicians
anonymous

**Education and
networking!**
anonymous

Being a NIEAPA member has helped me feel a sense of belonging and a safety net of consultation if ever needed.
Sarah C Greene-Falk

It has expanded my network exponentially and given me many career opportunities. Also made lifelong friends and developed professionally through participation in committees and on the board.
Laura Adams

Networking and keeping up to date with new issues
Chester J Taranowski

Updated information
and networking
anonymous

Being a member has given me the ability to interact with those who have supported my professional position and helped me with personal growth beyond measure. The expertise that's found within the NIEAPA membership is unparalleled.
Gloria Stein Bloodsaw

NIEAPA has help me to maintain contacts with great and knowledgeable colleagues
Anthony Pacione

Being a member gives me the ability to network with others and find resources for my own clients through the listserv. I have received quick responses to my inquiries, and everyone makes a sincere effort to help. The conferences have also been another great benefit providing the most current information on important topics of the day.

Thank you all!
Marilyn Destefano



NIEAPA

NORTHERN ILLINOIS
EMPLOYEE ASSISTANCE
PROFESSIONALS ASSOCIATION

Committee Updates



CONFERENCE COMMITTEE

CONTACT: [EMILY HENRY](#)

The NIEAPA Conference Committee is already hard at work planning our 2022 42nd Annual NIEAPA Conference. and is currently accepting speaker submissions at the [this link](#). If you are still interested in being part of the conference committee, please contact Emily Henry.



DIGITAL MEDIA & COMMUNICATIONS COMMITTEE

CONTACT: [KATIE ANDERSEN](#)

The Digital Media & Communications Committee is focused on educating professionals in the region about what EAP is and does; and, serving the membership of the Northern Illinois chapter, which is the largest in the country. The committee meets monthly to look for opportunities to increase awareness of our own educational events as well as other professional interests that offer CEUs. During our recent meetings, our volunteers have begun a social media strategy to increase participation in our social media platforms and Chapter Meeting participation. Our next meeting is November 3, 2021 at 9:00AM.



DIVERSITY COMMITTEE

CONTACT: [EMILY HENRY](#)

The NIEAPA Diversity Committee strives to keep the NIEAPA membership focused on diversity and inclusion issues. One of our initiatives has been providing monthly message on the NIEAPA's membership to inform, educate, and hopefully inspire. We have recently planned and coordinated two NIEAPA Diversity Conversations: August 10th "Dealing with Client Bias in the Therapeutic Relationship" and October 19th "What's the deal with pronouns?" All **NIEAPA members** are invited to engage with us in lively discussions during these lunchtime hour-long conversations. Save the date for our next conversation, December 14, 2021. **ONE LAST NOTE:** If you want to help increase multicultural membership and active participation in the NIEAPA organization and board, as well as meeting the leadership challenges of our multicultural community, please contact [Emily Henry](#) and join the committee.



**NORTHERN ILLINOIS
EMPLOYEE ASSISTANCE
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Committee Updates



MEMBERSHIP COMMITTEE

CONTACT: [TERRY CENDEJAS](#)

The Membership Committee is responsible for collaborating with committees, membership, Board, and staff liaisons on key strategies, challenges, and needs to provide insight on membership recruitment, engagement, and retention. We meet 2-4 times per year.

The membership committee would like to invite any member who has interest in giving back to the organization to join us. Our next meeting is scheduled for 11/2/21 at 11am. If you are interested, please reach out. The committee is implementing strategies to keep our members engaged and attract new members.

Our focus is to provide our members with more benefits and opportunities. Look for our “Members-Only” section on the NIEAPA website which will provide you with exclusive content. Make sure to sign into your the website using your email address.

NIEAPA PROFESSIONAL SUPPORT COMMITTEE (NPSC)

CONTACT: [SCOTT JANSON](#)

In our last few meetings we have had a range of wonderfully engaging speakers discussing topics from peer support models and resources (Captain Charlie



Curreri from American Airlines), to examining the needs for a proactive approach to employee health and wellness in this new world we are living (Nicholas Greco, President C3 Education and research).

Our meeting on September 13th, featured Dr. Jen Brandt, national director of wellbeing, diversity, and inclusion initiatives for the AVMA (American Veterinary Medical Association). She highlighted AVMA's wellbeing efforts, including 6 foundational criteria for wellbeing programming, and communication-centered approaches for creating shifts in veterinary practice culture that are applicable across a broad range of safety sensitive professions. Our meeting on October 11th and the committee discussed the previous three speakers presentations content and reached out to our program committee with recommendations for our an upcomemevent for NIEAPA membership.

We invite all NIEAPA members to attend our meeting and join us for an informative discussion of relevant topics, or perhaps topics you feel need more attention. We meet monthly from 10:30am -11:30am on the first or second Monday of the month and meeting information will be listed on the NIEAPA calendar.



NORTHERN ILLINOIS
EMPLOYEE ASSISTANCE
PROFESSIONALS ASSOCIATION

Get Involved • Join A Committee

NIEAPA committees are always accepting new committee volunteers who are enthusiastic about getting involved and eager to make a difference. Join a committee to share your experiences and expertise, connect with fellow members and collaborate with your peers on programs and initiatives to advance our profession - all while developing skills that will benefit you both personally and professionally. If you are interested, please contact the committee chair or nieapa@corpevent.com.

DIGITAL MEDIA/ COMMUNICATIONS COMMITTEE

CONTACT: KATIE ANDERSEN
ANDERSEN@RECOVERYCOA.COM

We are looking for someone who enjoys communicating what NIEAPA and our industry is doing by helping us post events, articles, and interesting tidbits to our digital outlets.

CONFERENCE COMMITTEE

CONTACT: EMILY HENRY
EMILY.HENRY@OPTUM.COM

Conference Committee is in full swing planning our 2022 Annual Conference. Join us if you are interested in planning our next information packed conference!

CORPORATE & COMMUNITY PARTNERSHIP

CONTACT: NIEAPA OFFICE
NIEAPA@CORPEVENT.COM

NIEAPA is looking to build partnerships with behavioral health, substance use disorder and organizational consultation services. The goal of these relationships is a partnership that benefits both sides and strengthens the broader community. This newly created ad hoc committee is seeking members! Stay tuned as the Committee Co-Chairs, Scott Janson and Don Mitkess, schedule the kick-off meeting!

CREDENTIALLING COMMITTEE

CONTACT: TOM DELEGATTO
TDELEGATTO@RECOVERYWORKSIN.COM

The members of the Credentialing Committee are responsible for applying for all CEUs and PDHs for the chapter presentations and the conference. Records of all training events and attendees must be kept for auditing purposes for a minimum of six years.

DIVERSITY COMMITTEE

CONTACT: EMILY HENRY

The NIEAPA Diversity Committee strives to keep the NIEAPA membership focused on diversity and inclusion issues. One of our initiatives has been providing monthly message on the NIEAPA's membership to inform, educate, and hopefully inspire. If you want to help increase multi-cultural membership and active participation in the NIEAPA organization and board, as well as meeting the leadership challenges of our multicultural community, please join!

EAP PEER CONSULTATION & ETHICS FORUM:

CONTACT: PAUL FITZGERALD
PAUL@FITZGERALDCOUNSELING.COM

The NIEAPA Peer Consultation & Ethics Forum provides a discussion format for EAPs engaged in providing clinical services directly to clients. Discussions revolve around issues affecting EAPs' work and clients.

LABOR COMMITTEE

CONTACT: CHARLEY GALASSINI
SUPERBOWL1996@SBCGLOBAL.NET

The Labor Committee shall be composed of those members of trade/industrial union/management joint programs who are involved in the actual provision or administration of member's assistance services with special emphasis on chemical abuse or dependency issues and mental health issues.



MEMBERSHIP COMMITTEE

CONTACT: TERRY CENDEJAS

The Membership Committee is responsible for collaborating with committees, membership, Board, and staff liaisons on key strategies, challenges, and needs to provide insight on membership recruitment, engagement, and retention. The membership committee invites any member who has interest in giving back to the organization to join us.

PROFESSIONAL SUPPORT COMMITTEE

CONTACT: SCOTT JANSON
SEJANSON@GATEWAYFOUNDATION.ORG

The NIEAPA Professionals' Support Committee provides an interdisciplinary forum for purposeful collaboration and development of resources and assistance specific to the wellbeing of high accountability professionals in safety sensitive positions.

PROGRAMMING COMMITTEE

CONTACT: LIZ CROWE
ELIZABETH.CROWE@CITYOFCHICAGO.ORG OR LAURA ADAMS
LADAMS@HAZELDENBETTYFORD.ORG

The Program Committee selects Chapter Meeting speakers based on submissions through the NIEAPA website. They also coordinate the logistics for the location and food hosts for the NIEAPA Chapter Meetings. They meet several times a year to discuss the speaker submissions and work together to schedule speakers and coordinate materials needed from speakers in advance.



NORTHERN ILLINOIS
EMPLOYEE ASSISTANCE
PROFESSIONALS ASSOCIATION

CELEBRATING MEMBER ANNIVERSARIES

JUNE THROUGH OCTOBER

Thank you for being an essential part of NIEAPA's success. Congratulations on your member anniversary!

30+ YEARS

Scott Cullen-Benson, 39 years
Bernard Dyme, 38 years
Leo Miller, 38 years
Sally Rotter, 38 years
Monica Ferkin, 36 years

Michael Goldman, 34 years
Michael Garfield, 33 years
Andrea Landsman, 32 years
Lynn Kauffman, 31 years

25 - 29 YEARS

Denise Eaves, 29 years
Karen Pinkney, 27 years
Lorraine Rucker, 27 years

Kathleen Horton, 26 years
Don Rosenberg, 25 years

15 - 24 YEARS

Patty French, 18 years
Donna Herula, 24 years
Carol Folisi, 22 years
Tom Delegatto, 22 years

Laura Adams, 21 years
Douglas LaBelle, 21 years
Arnetta May-Williams, 20 years
Anne Wright-Schmidt, 18 years



WELCOME NEW MEMBERS JUNE THROUGH OCTOBER

Melinda Canaday Joyce Ann McGinn
Melinda Dworkin Krista Woods
Jennifer Hahs

MEMBERSHIP INFORMATION

Interested in learning more about your benefits as a member of NIEAPA or becoming a member? Learn more about the value of a NIEAPA membership!

[Connect with a NIEAPA Ambassador](#)

[Join/Renew EAPA & NIEAPA Membership](#)



10 - 14 YEARS

Peter Perrotta, 14 years
Allison Johnsen, 13 years
James Laing, 12 years
Katie Andersen, 11 years
Don Mitckess, 11 years
Kathy Gibson, 10 years

5 - 9 YEARS

Romney Snyder-Croft, 9 years
Mary Butler, 6 years
Kip Bowen, 6 years
Paul Fitzgerald, 6 years
Michael Laird, 6 years
Joy Lockner, 6 years
Vince Murphy, 6 years
Melissa Nunez, 6 years
Susan Odell, 6 years
Marilyn DeStefano, 5 years

1 - 4 YEARS

JoSusan Kapas, 4 years
Laura Kowalski, 4 years
Dianna Feeney, 3 years
Kristin Bell, 3 years
Kellie Calderon, 2 years
Laura Hogan, 2 years
Mary Ryan, 2 years
Aimee Wilczynski, 2 years
Jamie Sikorski, 2 years
Nancy Bourke, 1 year
Heidi Darville, 1 year
Timothy Gaither, 1 year
Nicholas Gore, 1 year
Char Scott, 1 year
Carla Turner, 1 year



NORTHERN ILLINOIS
EMPLOYEE ASSISTANCE
PROFESSIONALS ASSOCIATION

NEWEST TRENDING ARTICLES

(In Case You Missed It)



The future of work is here, employee burnout needs to go

CNBC

Work burnout is real, and during Covid, it only got worse. A survey from careers site Indeed conducted during the spring found more than half of workers saying they felt burned out, and more than two-thirds saying the feeling had gotten worse throughout the pandemic. The good news: the world of work is taking it more seriously.

[Read More](#)



Marijuana in the workplace: Are you prepared for the coming storm

Benefits Pro

Now is the time and today is the day to prepare the workplace for the incoming tide of marijuana legislation. Because state laws vary widely and change frequently, employers may hesitate to take adverse action against employees simply because of a positive marijuana test.

[Read More](#)



Sharp Increase in Fake Prescription Pills Containing Fentanyl and Meth

DEA.GOV

Public Safety Alert - DEA Warns that International and Domestic Criminal Drug Networks are Flooding the United States with Lethal Counterfeit Pills - On Oct. 20, 2021, the Drug Enforcement Administration issued a Public Safety Alert warning Americans of the alarming increase in the lethality and availability of fake prescription pills containing fentanyl and methamphetamine.

[Read More](#)

5 Common Mental Health Challenges in the Workplace

SHRM



You can't see mental health challenges, but they are happening all around you. Speaking during a session at the recent SHRM Annual Conference & Expo 2021, Andrea Sides Herron, SHRM-CP, told the plight of her sister, who has struggled with mental health issues for nearly her entire life. Then COVID-19 made them worse. Mental health issues are afflicting people in your office, too, Herron said. Pre-pandemic, 1 in 5 people in the U.S. had some form of mental disorder; the numbers have skyrocketed since then.

[Read More](#)



Who's really returning to the office? It's not exactly who you think

Fast Company

The return to the office is a goalpost that can't seem to stop moving. In the early days of the COVID-19 pandemic, companies pledged to welcome workers back by the end of 2020, which soon became summer 2021, and then turned into fall 2021, and now has become the equivalent of a long string of question marks.

[Read More](#)

Don't forget people with disabilities in inclusive language efforts, report says

HR Dive



Even companies committed to diversity, equity and inclusion may be getting accessibility wrong for people with disabilities. The missing piece? Inclusive language.

Researchers said that "inclusive language" should "acknowledge the full range of human diversity with respect to ability, gender identity, language, race, socioeconomic status, and other characteristics."

[Read More](#)



NORTHERN ILLINOIS
EMPLOYEE ASSISTANCE
PROFESSIONALS ASSOCIATION

NAVIGATING YOUR MEMBERSHIP BENEFITS



Your EAPA membership is an investment in your own professional growth, and an important building block in strengthening the employee assistance profession.

When a member joins EAPA, he or she joins both the international organization and a local chapter. Thus, a member pays annual dues to both the International Headquarters and NIEAPA.

The Employee Assistance Professionals Association, Northern Illinois Chapter, invites you to become a member and enjoy the many benefits you will receive:

- Attend Chapter meetings for FREE including CEU educational programs of interest.
- Obtain CEUs and PDHs for Social Workers, Counselors, Marriage and Family Therapists, Human Resource Professionals, and CEAPs - FREE
- Access to the newly created ***Member-only section on the website including member FORUMS The interactive features focused on creating and maintaining a foundation for conversation where NIEAPA members can discuss important industry topics and news***
- Receive quarterly Chapter Newsletters
- Obtain discounts for the local and international conferences
- Stay abreast of new developments and trends in the profession
- Participate in outstanding networking opportunities
- Have access to all resources available through the International Employee Assistance Professional Association (EAPA)
- Receive Journal of Employee Assistance, the EAPA quarterly publication

[See a more detailed list](#) of current EAPA Membership Benefits!

Are you listed in the Resource Directory?
Now is the time to update your profile!
NIEAPA Resource Directory

The Resource Directory is a central source of professional services that fall under the EAP umbrella. This directory is available to all and is a great tool we encourage you to use and share with your colleagues. FREE for members.

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NIEAPA

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Please reach out to any of the board members to learn more about NIEAPA. You may also contact the NIEAPA Association Management office NIEAPA@Corpevent.com 312-756-7756

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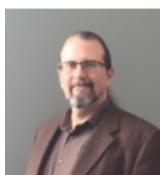
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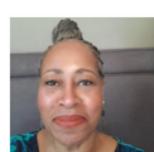
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Thank You!

To all our Board of Directors for their dedication to the industry and to NIEAPA!

INTERESTED IN BEING ON THE NIEAPA BOARD?

Being a part of the NIEAPA Board of Directors is an **extremely rewarding experience!** This experience helps individuals boost their public profile, provide experiential opportunities, increases networking opportunities and gives you a chance to make a difference for an organization and industry you love. If you have the slightest interest in a role with our Board, we want to hear from you. Please fill out the form below and we will be in touch to schedule an exploratory conversation with you!

If you have questions or need additional information, please contact: NIEAPA@corpevent.com. Thank you for your interest!