

Assisting Your Associates When Work and Family Needs Collide

Joan is a great worker and has been with the company for nearly 20 years. You've started to notice a drop in her performance over the past few months. When you pull her service record you see instances of her arriving late and/or leaving early. That's along with her having used much more leave in the past year than in her previous years of service.



She comes into your office one day requesting to leave unexpectedly. As you talk with her, you discover that her elderly, widowed mother is home alone all day and has significant health problems. Her mom is starting to become confused and anxious while being left alone during the day. She calls Joan repeatedly to come home.

Joan's youngest son is still in college. In addition, she cares for her oldest daughter's two children while her daughter is deployed on active duty. Joan is caught in the "sandwich generation" bind of having both older and younger dependents that she cares for while trying to maintain a full time job.

Help is available for Joan. She can call First Sun EAP where she can speak with a consultant about both her eldercare and child care needs. By assisting Joan with her family care needs, she'll be able to concentrate on her job and worry less about her family. First Sun counselors can also help Joan explore her feelings about her mom's failing health.

The Certified Employee Assistance Professionals at First Sun EAP are available to you any time of day or night. Just give us a call toll free at **1-800-968-8143** or in Greater Columbia at **(803) 376-2668**.

For more information on this and other topics, please see our website at: www.firstsuneap.com.