

National Health Observances

February

American Heart Month
National Boost Self-Esteem Month
National Senior Independence Month
National Time Management Month
Relationship Wellness Month

Week of Feb. 15 - 21

Random Acts of Kindness Week

Week of Feb. 21 - 27

National Eating Disorders Awareness Week

March

Employee Spirit Month
Listening Awareness Month
National Ethics Awareness Month
National Nutrition Month
Optimism Month

Week of March 1 - 7

National Write a Letter of Appreciation Week

Week of March 7 - 13

National Consumer Protection Week

Week of March 8 - 12

National Sleep Awareness Week

April

Alcohol Awareness Month
National Child Abuse Prevention Month
Financial Literacy Month
Physical Wellness Month
Stress Awareness Month

Week of April 1 - 7

Laugh at Work Week

Week of April 5 - 11

National Public Health Week
www.apha.org

Week of April 11 - 17

National Personal Training Week

Helping the Sandwich Generation

Do you feel squeezed between the demands of caring for young children and tending to your aging parents? Are you neglecting your own needs for personal time because too many people place demands on you? If so, you can consider yourself a member of the "Sandwich Generation," a term used to describe working adults who bear caretaking responsibilities for both young and old family members. Employers have recognized that many of their workers feel overloaded by their caregiving responsibilities.



Your EAP has resources on these subjects or referrals to community services that can help.

Most large companies offer Employee Assistance Programs (EAPs) to point employees toward community resources that can help them cope. Cascade Centers - EAP offers a range of services to help members locate childcare and eldercare resources. Contact Cascade to determine how we can help!

Below are some of the services and options that have helped members of the Sandwich Generation balance multiple demands:

Child Care and Parenting Resources

Most communities and some large employers offer a variety of child care services, ranging from homebased day care to larger day care centers. Child care centers are the most common alternatives outside the home. Family care homes are another option. Parents of older children and teens may benefit from learning more about child development and parenting skills.

Elder Care Information

If you're caring for a parent or another elderly relative, your community probably offers a variety of resources. Home health services, including nursing care, housecleaning and home-delivered meals, allow seniors to remain in their own homes as long as possible. Elders who need supervision during the day may benefit from adult day care centers, while those with chronic medical problems may need residential nursing care. Start your research with your EAP or contact your local commission on aging for more information.

Alternative Work Options

Find out if your company promotes flextime and other alternative work options that allow you to arrange your work schedule around family obligations. Ask if part-time work, telecommuting or a compressed work week (40 hours in less than five days) are possibilities.

Financial Benefit Plans and Family Leave

Some employers offer workplace financial benefit plans that allow employees to deduct pretax dollars from an employee's paycheck and earmark the funds for dependent care expenses. Most employers are mandated by the Family and Medical Leave Act (FMLA) to provide up to 12 weeks of unpaid leave to employees who need time off to take care of a family member or to tend to their own health problems.

Self-Care Resources

Don't forget to take care of yourself. Your EAP representative can direct you to resources on stress management, relationships, and communication skills. Your EAP is also a good source of information about recreational activities and events for families in your community.



What is EAP?

The Employee Assistance Program (EAP) is a **FREE** and **CONFIDENTIAL** service that can assist you and your eligible family members with **ANY** personal concern, large or small.

Understanding the Sandwich Generation

A typical member of the "Sandwich Generation," is a working adult, often in his or her 30s, 40s and 50s, who is caught between the demands of caring for aging parents and raising children. The ranks of the Sandwich Generation are growing. More than two-thirds of women with children under the age of 18 years are in the workforce. As much as one-third of the U.S. work force bears caregiving responsibilities for older relatives. And about half those relatives are located more than 100 miles away from their adult children.

Working adults with conflicting caregiving demands live in every state in the nation and work in just about every imaginable occupation. Members of the Sandwich Generation often share many of these concerns:

- The need for information and referrals to child care providers and elder care services
- A need for alternative work options that allow them to work outside the traditional 9-to-5, Monday-through-Friday week
- Strained relationships with elderly parents caused by caretaking responsibilities
- Concerns about leaving young children with caregivers
- A need to learn better parenting and communication skills
- Stressed relationships with spouses
- Health problems caused by stress and burnout
- The need to incorporate exercise and relaxation into their lives

Cascade Centers - EAP Access

Cascade Centers provides assessment, short-term problem solving, referrals, training, and consultations to a wide array of employers and companies.

Employees and benefit-eligible family members can call Cascade 24 hours a day, seven days a week.

We can help!

Call Cascade Centers to speak to a counselor on the phone, schedule an in-person appointment, or get the resources you need.

For more information, please call us at 800-433-2320.



Making Connections, Creating Solutions

Our Commitment to Excellence

Cascade Centers offers you excellence with experience, unlimited accessibility, coordination with benefit plans, a variety of services, a professional caring staff, and more.



1-800-433-2320
www.cascadecenters.com

We build lasting relationships with the individuals and organizations we serve. These enduring partnerships are the foundation of our company.