



# NIEAPA

Northern Illinois Employee Assistance Professionals Association



-real-  
**PEOPLE**

-real-  
**PROBLEMS**

-real-  
**SOLUTIONS**

June 3, 2019 - **Pre-Conference** | 8:30 am - 3:30 pm  
June 4, 2019 - **Conference** | 8:00 am - 5:00 pm  
Drury Lane | Oakbrook Terrace, IL



# WELCOME

Welcome to the Northern Illinois Employee Assistance Professionals Association's 41st Annual Conference, "Real People, Real Problems, Real Solutions." Once again this year, I am tremendously impressed by the work and planning that has gone into our conference. I look forward to the opportunity to strengthen our attendees' knowledge and resources in carrying out our professional mission of providing the best in workplace-focused behavioral health.

I am excited and proud to be serving as the Chapter President as we roll out our first two-day conference event in our history. Our Conference Chair, Peter Bradley, and our hard-working Conference Committee have put together another top-notch schedule of presentations, leading off with Monday's full day pre-conference workshop, "Getting Up to Speed: The Latest on Drugs & Trends," presented by Shawn Bain of Global Drug Concepts. Shawn's presentation for our Labor Committee last year was highly rated, and his presentation at this conference will provide the very latest information on trends in substance use and abuse, which promises to be valuable for all professionals working with drug and alcohol problems.

Our Tuesday schedule will kick off with a keynote address by our own Chet Taranowski. Chet's keynote will present approaches to help employees consider the need for, and to move forward through, the process of forgiveness. Tuesday's breakout sessions will cover a wide range of clinical and organizational topics including mindfulness work, working with special populations (including individuals with eating disorders and autistic spectrum disorders), as well as some timely legal and risk management topics. We will also continue our tradition of featuring a lunch time speaker who gives personal testimony to the lifesaving help that employee assistance and treatment providers give to our employees and their families. Our lunch is also a time to catch up with each other, and honor our Member of the Year and others who have contributed to our Association.

Please keep your conference program handy, and use it to plan your time at our annual conference and as a reference to our sponsors and exhibitors.

We have consistently heard that our conference is one of our attendees' leading resources for professional development and networking, and delivers the highest value to our members and attendees. Part of our success in doing this over the years has been due to the support of our sponsors and exhibitors. We have many excellent resources in our area, and they have been great supporters of our association. I encourage you to spend time getting to know our exhibitor/sponsors and learning about the services they offer. The opportunity to network and develop professional relationships has always been one of the strengths of our association.

On behalf of the Conference Chair and Co-Chair, the Conference Committee and Resource Team, our valued volunteers, and the Board of Directors who have all worked together to create this year's conference, we hope you find your attendance at our conference to be rewarding and enjoyable. I look forward to spending time talking to as many of you as possible, and catching up on what is happening with your professional lives.

**Paul Fitzgerald, PsyD, LCPC, CEAP**  
PRESIDENT, NIEAPA



## 41st Annual Conference

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# June 3, 2019 Agenda

7:30 am  
Registration Open

8:00 am  
Welcome

8:05 am  
Program Begins

12:00 pm - 1:30 pm  
Lunch Break

1:30 pm  
Program Resumes

3:30 pm  
Program Concludes

## SPONSORS



# Pre-Conference

Getting Up to Speed:  
The Latest on Drugs & Trends

Presenter

# SHAWN BAIN

This program includes topics such as current designer street drugs like Molly, Bath Salts, Huffing, LSD, GHB, K2/Spice, and Krokodil. Current drug paraphernalia is displayed and discussed to depict the ease in camouflaging drug use. A strong emphasis is placed on the physiological effects of the drugs and indicators to look for. So-called “traditional” drugs such as marijuana, cocaine, crack, heroin, and methamphetamine are also covered extensively as individuals still heavily abuse these drugs. A portion of the program also deals with prescription medications, including DXM, due to the easy accessibility in most households.

**EACC CEAP PDH APPROVAL**  
June 3, 2019 | Oakbrook Terrace, Illinois

Domain	EAC Pre-Approval Number	# of PDHs
II, III	SSNICP0519-X42	6.0

# Conference Committee

## **Conference Chair:**

Peter Bradley, Illinois Institute for Addiction Recovery

## **Co-Chair:**

Sara Tigay, Foundations Recovery Network

## **Credentialing:**

Paul Fitzgerald, Adler University

Tom Delegatto, Recovery Works Merrillville

## **Sponsorship/Exhibitors:**

Laura Adams, Hazelden Betty Ford Foundation

Kathy Horton, Employee Resource Systems, Inc

## **NIEAPA Board Liaison:**

Charley Galassini, I.B.E.W. Local Union 701

## **Program:**

Bill Heffernan, Employee Resource Systems, Inc.

Laura Adams, Hazelden Betty Ford Foundation

Tom Delegatto, Recovery Works Merrillville

Rick Kronberg, Behavioral Health Concepts

Linda Lewaniak, ERC/Insight Behavioral Health Centers

Don Mitckess, Banyan Treatment Centers

## **Volunteer Committee:**

Gloria Bloodsaw, Gateway Foundation

Sue Raddatz

## **Self Care Prize Raffle:**

Scott Cullen-Benson, Illinois Professional Health Program

Carolyn Chambless, Purpose Healing Center

A very special thank you to the following volunteers who assisted with preparation of materials, exhibitor support, registration, speaker introductions and as session monitors throughout the day.

## Volunteers

### Volunteer Coordinators:

Gloria Bloodsaw

Sue Raddatz

### Professional Volunteers:

Chris Drake

Sarah Greene

Felicia M. Houston

Doug LaBelle

### Student Volunteers:

Felicia Houston

Sania Hussain

Callie Keeney

Ravyn King

Lesa Porter

Sunette Thompson

# NIEAPA.ORG

# AGENDA

## **7:30 am Registration/Check-In**

BALLROOM FOYER

## **7:45 - 8:15 am Continental Breakfast –Visit Exhibits**

VENETIAN AND TERRACE

## **8:15 - 8:30 am Welcome & Introductions**

OAK AND BROOK

## **8:30 - 9:45 am Keynote Session: *Forgiveness at Home & at Work***

OAK AND BROOK

## **9:45 - 10:15 am Break - Visit Exhibits**

VENETIAN AND TERRACE

## **10:15 - 11:45 am Concurrent Sessions**

1 - Promoting Prosocial Behaviors for Employer-Referred Clients in the Workplace

FRENCH ROOM

2 - Mindfulness in the Workplace: Being Proactive and Productive to Enhance Workplace Satisfaction

CRYSTAL III

3 - Helping Employers Learn How to Support Employees on the Autism Spectrum Disorder

CRYSTAL I

4 - Supporting the Substance Abusing Professional Along Whole Continuum of Care

CRYSTAL II

## **11:45 - 1:15 pm Lunch & Speaker**

OAK AND BROOK

## **1:15 - 1:30 pm Break & Visit Exhibitors**

VENETIAN AND TERRACE

## 1:30 - 3:00 pm Concurrent Sessions

5 - How to Better Self-Manage Conflict for Productive Outcomes

FRENCH ROOM

6 - A Transdiagnostic Approach: An Introduction to Radically-Open Dialectical Behavior Therapy

CRYSTAL III

7 - Recognizing Eating Disorder Behaviors in the SUD Population and Integrated Treatment

CRYSTAL II

8 - Using Team-Building Activities to Impart the Spirit of AA's Twelve Steps

CRYSTAL I

## 3:00 - 3:30 pm Break - Visit Exhibits & Raffle

VENETIAN AND TERRACE

## 3:30 - 5:00 pm Concurrent Sessions

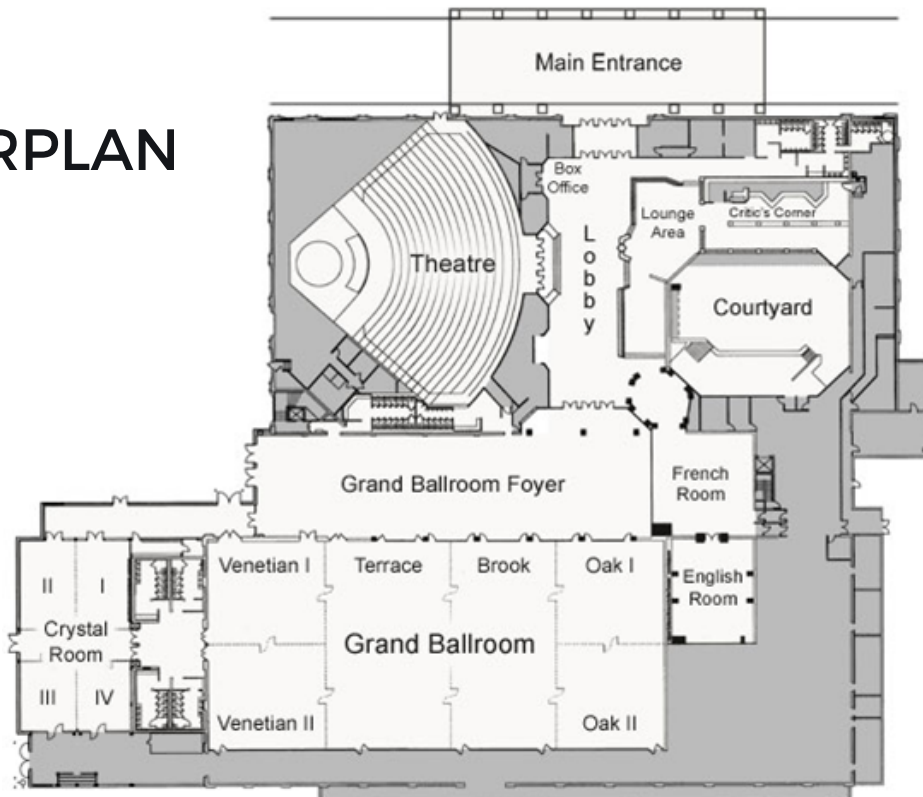
9 - You've Received a Subpoena for Records or Deposition, Now What?

CRYSTAL III

10 - Identifying and Addressing Internet Pornography Use, Substance Use and High Risk Sexual Behaviors in the Workplace

FRENCH ROOM

## FLOORPLAN



# SESSION DESCRIPTIONS

## Keynote Presentation - 8:30 - 9:45 am

### **Forgiveness at Home and at Work**

**Chester Taranowski, Ph.D., LCSW, CEAP**

Issues of revenge and resentment in our personal lives and in the workplace can span decades. Maintaining resentments can impair human well-being and interfere with work productivity. This program will review some of the key literature on this topic. The session will present some approaches to help employees consider the need for and to move forward through the process of forgiveness. **OAK AND BROOK**

## Late Morning Session - 10:15 - 11:45 am

### **SESSION 1 - Promoting Prosocial Behaviors for Employer-Referred Clients in the Workplace**

**Speakers: Jim Nicholas, LCPC, CRADC and Vanessa Lowrey, LCPC, CADC**

Social Dynamics are an essential part of understanding efficacy in the workplace. If prosocial behaviors have not been modeled or reciprocated properly and effectively, this can lead to interpersonal conflict and lack of productivity and engagement, all of which are costly to employees and the employer. In this session, the importance of Prosocial Behaviors and how to motivate clients to employ them will be shared.

**FRENCH ROOM**

### **SESSION 2 - Mindfulness in the Workplace: Finding the Balance in Being Proactive and Productive to Enhance Workplace Satisfaction**

**Speaker: Emily Keehn, M. Ed., LPC**

Mindfulness is about being aware, on purpose in the present moment. How many times in a day do you find yourself aware of too much, and ultimately feel completely distracted or disorganized? In this session, you will learn about evidenced based mindfulness practices, how to incorporate mindfulness into your work day and conserve your mental energy to focus on one thing in the moment. Additionally, we will discuss specific components of interpersonal and working relationships combined with mindfulness based practices to improve your overall well-being, maintain efficient job performance and increase your workplace satisfaction. **CRYSTAL III**



### **SESSION 3 - Helping Employers Learn How to Support Employees on the Autism Spectrum Disorder**

**Speaker: Michael Goldman, MA, CEAP, LPC, CRADC, PCGC**

EAPs are in a unique position to assist organizations support current or potential employees who are on the Autism Disorder Spectrum. Research shows that when these organizations learn how to work with these individuals, it is profitable to the company as well as the employee. **CRYSTAL I**

### **SESSION 4 - Supporting the Substance Abusing Professional Along Whole Continuum of Care**

**Speakers: Jens Hussey, LCPC, CADC and Sara Tigay, LCPC, CADC**

Two addiction treatment experts explain strategies on how to support the struggling professional at work, during treatment, and beyond. Especially targeting attorneys, physicians, and other professionals with high stress, high-accountability positions. Review different strategies on how to support these employees with access to resources. Discuss impactful treatment strategies along entire continuum of care. Lastly, processes and best practices for critical return to work stage. **CRYSTAL II**

## **LUNCH & SPEAKER - 11:45 am – 1:15 pm**

**Despair, Discovery and Healing **OAK AND BROOK****

## **Early Afternoon Session - 1:30 - 3:00 pm**

### **SESSION 5 - How to Better Self-Manage Conflict for Productive Outcomes**

**Speaker: Lawrence Hedblom, PCC**

Conflict is inevitable and, too often, destructive. This session will introduce tools to better manage responses to conflict for more productive outcomes. Participants will gain insight into their natural communication style and how their response to conflict is in their control. They will come away with personalized strategies to curb destructive behaviors and methods to develop more effective responses. **FRENCH ROOM**

**41st Annual Conference**

## **SESSION 6 - A Transdiagnostic Approach: An Introduction to Radically-Open Dialectical Behavior Therapy**

**Speakers: Danielle Doucette, PsyD, CEDS and Priscilla Kang, LCSW, CEAP**

Radically-Open Dialectical Behavior Therapy (RO-DBT), a new evidence-based and transdiagnostic treatment for disorders characterized by excessive over-control, has demonstrated effectiveness in treating chronic depression and treatment-resistant anxiety, among other hard-to-treat conditions. Being over-controlled can be seen as a positive attribute. However, excessive over-control can be debilitating, may negatively impact relationships, and exacerbate mental health difficulties. Core skills, interventions, and underlying theory of RO-DBT vary quite considerably from other treatment approaches. In this presentation, participants will learn, both didactically and experientially, about the bio-social factors that contribute to excessive over-controlled coping and the novel mechanism of change facilitated through RO-DBT. [CRYSTAL III](#)

## **SESSION 7 - Recognizing Eating Disorder Behaviors in the SUD Population and Integrated Treatment**

**Speaker: Leah Young, LCPC**

For a long time ED and SUD were treated separately or in succession. We have learned that this is not an effective path to recovery. A more thorough understanding of these disorders, how they interact and how to effectively treat them is imperative. This program will discuss the interplay, similarities and differences between ED and SUD; the treatment approaches with emphasis on Integrated Treatment; and will review the NIDA guidelines for effective treatment. [CRYSTAL II](#)

## **SESSION 8 - Using Team-Building Activities to Impart the Spirit of AA's Twelve Steps**

**Speaker: Barney Straus, LCSW, CGP, PCGC**

This program will explain the basic premises of team-building and adventure-based counseling. The presentation will explain how the activities allow many individuals to easily practice and understand the principles of 12-Step recovery from addiction. The presentation will include lecture and demonstration of several activities. [CRYSTAL I](#)

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## Late Afternoon Session - 3:30 - 5:00 pm

### **SESSION 9 - You've Received a Subpoena for Records or Deposition, Now What?**

**Speaker: Michael Sprengnether, Attorney at Law**

Many EAP recipients have other claims and litigation pending, which opens up the mental health providers records and communications to be subpoenaed by counsel. Too often the lawyers and providers are unaware of the requirements of the Illinois Mental Health and Disabilities Act, and the need for confidentiality. This session will cover how these requests should be handled. **CRYSTAL III**

### **SESSION 10 - Identifying and Addressing Internet Pornography Use, Substance Use and High Risk Sexual Behaviors in the Workplace**

**Speaker: Tammy Malloy, Ph.D, LCSW, CSAT, CCTP**

With the attention of our nation focusing on those who engage in inappropriate sexual conduct in the workplace, employee assistance professionals need a greater understanding of how the interplay between high risk sexual behavior and substance use manifests in the workplace. Identifying, assessing and intervening with those struggling with these issues will be a main focus of the presentation. Attendees will have a better understanding of how pornography use, substance use and high risk sexual behaviors present in the workplace. The session will promote a better understanding of the shame and stigma associated with disclosure of someone engaging in pornography use, substance use and high risk sexual behaviors. Learners will be exposed to assessments for pornography use, substance use and high risk sexual behaviors and will be able to identify appropriate resources for those struggling with pornography use, substance use and high risk sexual behaviors. **FRENCH ROOM**

# Exhibitors

## NIEAPA GRATEFULLY ACKNOWLEDGES THE FOLLOWING EXHIBITORS:

A Fresh Start Sober Living  
ABC Gambling Treatment  
Acadia Healthcare  
Alkermes  
Alsana  
American Addiction Centers  
Amita Health  
Arbor Counseling Center  
Aspired Living of Westmont  
Banyan Treatment Center  
Barrington Behavioral Health and Wellness  
CareGiving.com  
Center for Discovery  
Centers for Family Change  
Chestnut Health Systems  
Chicago Behavioral Hospital  
Chicago Lakeshore Hospital  
Critical Thinking for Success  
Cumberland Heights Foundation  
Dominion Diagnostics  
Eating Recovery Center/Insight Behavioral Health  
Elderwerks Educational Services  
Footprints to Recovery  
Foundations Recovery Network  
Gateway Foundation  
Gentle Home Services  
Hazelden Betty Ford Foundation  
Head/Heart Therapy, Inc.  
Healthcare Alternative Systems, Inc.  
Hotel California by the Sea  
Illinois Professionals Health Program  
J. Flowers Institute  
Linden Oaks Behavioral Health  
MacNeal Hospital  
Midwest Center for Youth & Families  
Millennium Counseling Center  
Northern Illinois Area 20 AA  
Northwestern Medicine-Central DuPage Hospital  
Oasis Senior Advisors  
Patrick J. Kennelly, PhD and Associates  
Perspectives, Ltd  
Positive Sobriety Institute and Bluff Plantation  
Recovery Works – Merrillville  
Riveredge Hospital  
Riverwalk Counseling Center  
Rogers Behavioral Health  
Rosecrance Health Network  
Senior Solutions  
Summit BHC  
SunCloud Health  
Symetria Recovery  
The Manor  
The Renfrew Center  
The Way Back Inn  
Timberline Knolls  
Trilab LLC  
UChicago Medicine Ingalls Behavioral Health  
UnityPoint Health  
Urban Balance

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# Food Sponsors

NIEAPA GRATEFULLY ACKNOWLEDGES THE FOLLOWING SPONSORS:

## **PEARL LUNCH SPONSOR**

ABC Gambling Treatment  
Amita Health  
Banyan Treatment Center  
Foundation Recovery Network  
Hotel California by the Sea  
Illinois Professionals Health Program  
Rosecrance Health Network

## **GOLD BREAKFAST SPONSOR**

J. Flowers Institute  
Symetria Recovery  
The Way Back Inn

## **SILVER BREAKFAST SPONSOR**

Eating Recovery Center/Insight Behavioral Health  
Linden Oaks Behavioral Health  
Oasis Senior Advisors  
SunCloud Health  
Timberline Knolls

## **BRONZE REFRESHMENT SPONSOR**

Patrick Kennelly & Associates  
Riveredge Hospital

## **PATRON REFRESHMENT SPONSOR**

D. Feeney Counseling & Consulting LLC

# Self-Care Door Prizes

**NIEAPA GRATEFULLY  
ACKNOWLEDGES THE  
FOLLOWING DONORS:**

Acadia Healthcare  
Alsana  
Arbor Counseling Center  
Barrington Behavioral Health & Wellness  
Chicago Behavioral Hospital  
Critical Thinking for Success  
Cumberland Heights Foundation  
Eating Recovery Center/ Insight Behavioral  
Health  
Elderwerks Educational Services  
Footprints to Recovery  
Gentle Home Services  
Hazelden Betty Ford Foundation  
Illinois Professional Health Program  
J. Flowers Health Institute  
Millennium Counseling Center  
Oasis Senior Advisors  
Patrick Kennelly, PhD & Associates  
Recovery Works - Merrillville  
Riverwalk Counseling Center  
Rosecrance Health Network  
The Way Back Inn  
UnityPoint Health

## Members Only Drawing

NIEAPA members will be included in a drawing for :

1 Free registration to EAPA's 2019 National Conference in St. Louis - Airfare, lodging and registration for 1 attendee who will represent NIEAPA.

2 Free registrations to NIEAPA's 2020 Annual Conference

...so you have 3 chances to win! Be sure that you receive your entry form at the registration desk.

Good luck!

**41st Annual Conference**

## Advertisers

NIEAPA GRATEFULLY ACKNOWLEDGES THE FOLLOWING ADVERTISERS:

ABC Gambling Treatment  
Amita Health  
Banyan Treatment Center  
Chestnut Health Systems  
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Eating Recovery Center/Insight  
Behavioral Health  
Foundations Recovery Network  
Healthcare Alternative Systems, Inc.  
Hotel California by the Sea  
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Patrick J Kennelly, PhD & Associates  
Perspectives, Ltd.  
Riveredge Hospital  
Riverwalk Counseling Center  
Rosecrance Health Network  
SunCloud Health  
Symetria Recovery  
Timberline Knolls  
The Way Back Inn

**JANA Please ADD Advertisers**



# CEAP® CLIENT BILL OF RIGHTS

12/10/15

## **Individual clients have the right:**

1. To expect a CEAP has met the minimal qualifications as required by EACC;
2. To obtain a copy of the CEAP® Code of Conduct;
3. To report complaints regarding CEAP® conduct to the EACC;
4. To be informed of all costs of professional services before receiving such services;
5. To obtain copies of their own case records and to have the information therein explained clearly, subject to applicable laws;
6. To expect the CEAP to maintain confidentiality of personal information as required by law;
7. To be informed of any relevant policies regarding confidentiality, to decline any recommended services, and to be fully apprised of the potential consequences of such a decline.

## **Organizational clients have the right:**

1. To expect a CEAP has met the minimal qualifications as required by EACC;
2. To obtain a copy of the CEAP® Code of Conduct;
3. To report complaints regarding CEAP conduct to the EACC;
4. To be informed of all costs of professional services before receiving such services;
5. To full and open disclosure of any potential conflicts of interest, organizational impacts, or similar negative effects from services rendered.

# Application

New Member  Renewing Member (Member ID # \_\_\_\_\_)

First Name \_\_\_\_\_ M.I. \_\_\_\_\_

Last Name \_\_\_\_\_

Degrees/Licenses/Certifications (list 3 most important) \_\_\_\_\_

Company Name \_\_\_\_\_

Position \_\_\_\_\_

Mailing Address:  Home  Office

Address \_\_\_\_\_ Suite/Apt# \_\_\_\_\_

City \_\_\_\_\_ State/Prov \_\_\_\_\_ Zip Code \_\_\_\_\_

Country \_\_\_\_\_

Work Phone \_\_\_\_\_ Extension \_\_\_\_\_

Fax \_\_\_\_\_

Home Phone \_\_\_\_\_

Email Address \_\_\_\_\_

Date of Birth \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_ (mm/dd/yyyy)

Are you currently affiliated with a labor union?  Yes  No

Your answers to the following items are strictly confidential and are for internal EAPA use only to allow aggregate analysis of demographics related to the EAP and allied professions. EAPA records are encrypted, and EAPA policy strictly prohibits the sharing, publication, distribution, or use of this data in any way that might be connectable to a particular individual or employer.

Current PRIMARY job function

- EA staff clinician
- EA phone/internet service center clinician
- EA network clinician or therapist
- EA direct services to employers (i.e. training/consulting)
- EA program management/administration
- EA account management
- EA sales/marketing
- Treatment facility sales/marketing
- Peer assistance
- Research/academic
- Student
- HR or benefits management
- Work-life
- Wellness
- Chaplain
- Coach
- Currently unemployed
- Retired
- Other: \_\_\_\_\_

Highest level of formal education to date

- Some high school
- High school graduate
- Some college
- Baccalaureate degree(s)
- Some postgraduate
- Postgraduate degree(s)
- Some doctoral
- Doctorate

Current level of compensation

- Less than \$25K
- \$25K to \$50K
- \$50K to \$75K
- \$75K to \$100K
- Over \$100K
- I prefer not to respond.

# EAPA Code of Ethics

Affirmation of EAPA Code of Ethics:

I pledge while a member of EAPA to observe the EAPA Code of Ethics.

Signature \_\_\_\_\_ Date \_\_\_\_\_

EAPA Code of Ethics may be viewed online at:

<http://www.eapassn.org/Portals/11/Docs/Membership/EAPACodeofEthics0809.pdf>

## Important Notice about Membership Fees

Annual dues for Professional and Associate Members from outside the United States are divided into two tiers, based upon the World Bank's formal categorization of national economies. Non-U.S. members can find their appropriate category reflected on page 6: "Tier 1 and Tier 2 Countries Explained."

World Bank Category	EAPA Tier
High Income Economies	1
All other income economies	2

## Membership Fees

See "EAPA Membership Categories" on page 5 for definitions and descriptions of membership types.

Professional (U.S.)	(PROF)	\$160.00	\$ _____
Professional (Non - U.S. Tier 1)	(PROF1)	\$140.00	\$ _____
Professional (Non - U.S. Tier 2)	(PROF2)	\$100.00	\$ _____
Associate (U.S.)	(ASSOC)	\$160.00	\$ _____
Associate (Non - U.S. Tier 1)	(ASSOC1)	\$140.00	\$ _____
Associate (Non - U.S. Tier 2)	(ASSOC2)	\$100.00	\$ _____
Student	(STUDNT)	\$ 65.00	\$ _____
Government Agency (PROFA)	(PROFA)	\$160.00	\$ _____

## Chapter/Branch Dues

See the "EAPA Chapters and Branches" list on page 7 for a complete listing of the ID codes and required local membership dues of all current EAPA chapters and branches

### US Chapters and Non US Branches

Chapter/Branch #1 (Required U.S. members)	ID _____	\$ _____
Chapter/Branch #2 (Optional)	ID _____	\$ _____
Chapter/Branch #3 (Optional)	ID _____	\$ _____
Chapter/Branch #4 (Optional)	ID _____	\$ _____
Chapter/Branch #5 (Optional)	ID _____	\$ _____
No Chapter (US only)*	Chapter Development Assessment (\$35.00)	\$ _____

\*A Chapter Development Assessment is charged to all U.S. members not affiliated with an EAPA chapter. If you are a member of one or more of chapters, you will not be charged this assessment.

EAPA Membership and Chapter/Branch Total \$ \_\_\_\_\_

# EAPA Membership Policies

1. No individual shall be denied EAPA membership on the basis of race, gender, age, disability, religion, ethnic origin, or sexual orientation. EAPA welcomes individuals of diverse backgrounds as members and is committed to facilitating their inclusion and participation in all EAPA activities.
2. Dues are non-deductible as a charitable contribution for U.S. federal income tax purposes, but may be deductible as ordinary and necessary business expenses.
3. Membership dues are non-refundable.
4. Membership is for 12 months and takes effect the month that full payment is received and continues through the end of that month a year later.
5. EAPA's Federal Tax ID Number is: 23-7364481.
6. In keeping with the EAPA Bylaws, members of EAPA in the United States must also belong to a local EAPA chapter if one is available within a reasonable distance. To provide investment resources to enhance the availability of chapters and the benefits they provide to members, EAPA charges a \$35 Chapter Development Assessment to all U.S. members not affiliated with an existing U.S EAPA chapter. The assessment does not currently apply to members outside of the United States.

## Payment Information

Check/Money Order # \_\_\_\_\_

American Express    Visa    Master Card    Discover

Expiration Date \_\_\_\_\_

Signature \_\_\_\_\_

Name on Card \_\_\_\_\_

Membership Dues are Non-Refundable

Mail or email application form and payment to:

EAPA  
4350 N Fairfax Drive, Suite 740  
Arlington, VA 22203  
or  
membership@eapassn.org

Questions?  
Contact the EAPA Member Services Manager  
membership@eapassn.org  
Phone: 703-387-1000 ext 334  
Fax: 703-522-4585

# EAPA MEMBERSHIP CATEGORIES

## Professional Member

An individual currently engaged in employee assistance professional activities, including direct delivery or management of EA services, EA consulting, teaching of EA programming or any of its specialized functions at an accredited college or university, and EA related research. Professional members may vote and hold office in EAPA at the chapter or branch level. However, only professionals currently active in the profession may hold office at the international level.

## Associate Member

An individual who is associated with or interested in the field of employee assistance, for example, an affiliate provider, vendor, government official, human resources professional, or other individual not directly engaged in an EA role. Associate members may vote and hold office other than president at the chapter level. Associate members may not vote or hold office at the international level.

## Student Member

An individual who is currently enrolled in a degree-granting program at a nationally or regionally accredited educational institution. Students must submit evidence of their student status annually. Student members may not vote or hold office at the chapter, branch, or international level.

## Government Agency Member

An optional category for a governmental unit. Under this membership, the governmental unit receives none of the services/benefits otherwise associated with organizational membership, and instead designates one employee of the unit to receive individual member benefits. The designated employee of a government agency member will have the voting and office holding privileges associated with either the individual professional or associate membership, depending upon whether he/she is currently personally engaged or not engaged in employee assistance professional activities.

## Emeritus Member

This is an honorary membership category. To achieve this status, an individual must be nominated by a member of the board of directors and approved by the board of directors. To be eligible for this award, the individual must have at least 15 years of individual membership in EAPA; be retired from any active employee assistance paid work; be a past or current CEAP; and have served EAPA in at least two elected or appointed positions at either the chapter, branch, or international level. The individual must be personally present at the annual conference awards ceremony to receive the award unless medically or financially unable to attend. A maximum of two individuals may be approved in any given year. Emeritus members may vote and hold office at the chapter or branch level, but not at the international level.

# EAPA MEMBERSHIP GIVES YOU...

## Information You Can Use

- Journal of Employee Assistance (JEA) - The world's only journal devoted exclusively to EAP content, JEA is published quarterly by EAPA in both print and electronic form exclusively for EAPA members. Archived copies of every issue from 2nd Qtr. 2007 to current are available to members online.
- EAP NewsBrief - This weekly electronic newsletter gathers articles of interest to EA professionals published anywhere in the world, keeping you connected and informed about the hottest topics in the EA field and within your association.
- Annotated bibliography of EA research articles - A comprehensive bibliography of all EAP-related research articles published since 2000, including outcome statistics and return-on-investment (ROI) studies. Available exclusively to EAPA members.
- Searchable database of past JEA articles - Searchable by key word and author, this online database includes articles and columns published in JEA since 2nd Qtr. 2007 and provides quick access for in-depth review of particular EAP topics.

## Discounted Education and Training

- EAP Conference & EXPO - The largest and most intensive EA learning and networking experience in the world, EAPA's annual conference features pre-conference training courses, cutting-edge keynotes, and breakout presentations to keep you informed about trends and developments in the EA profession worldwide.
- EAPA's Conference On Demand - Archived multimedia recordings (full audio with synchronized slide presentation) of the keynotes and breakout sessions from the two most recent EAPA Conferences. Sessions can be accessed 24/7 as often as you wish for up to a full year.
- Online courses - Valuable online courses, including CEAP® exam preparation and certification-required ethics courses.
- Live and archived webinars - Live webinars on topics of current significance to EA professionals and 24/7 access to EAPA's ever-expanding collection of archived classic webinars on EAP topics.

## Discounted Professional Credentials

- Certified Employee Assistance Professional (CEAP®) - The world's only professional credential denoting mastery of the EAP body of knowledge and commitment to the ethical standards necessary for effective EA practice.
- Employee Assistance Specialist - Clinical (EAS-C) - The EAS-C certificate is recognition that the holder has the background and information necessary to function effectively as an EAP affiliate network provider.

## Employment Opportunities

- EAP Career Central - Whether you are looking for a job or wanting to hire, EAPA's specialized online job bank connects EA professionals and employers around the world!

## Local and Worldwide Networking

- Searchable online Member Directory - Exclusive access to EAPA's online member directory, searchable by name, company, location, or chapter/branch, allows you to locate and network with EAP colleagues wherever and whenever you need to.
- Chapters (USA) and Branches (other countries) - Local EAPA chapters within the USA and EAPA branches in other countries provide multiple opportunities for face-to-face professional networking, localized continuing education, and peer-to-peer sharing of knowledge and experiences.
- Social media - EAPA-moderated LinkedIn groups for members and CEAPs provide opportunities for sharing information, asking questions, and discussing topics that affect your work and life. Members can also connect on EAPA's Facebook page and follow EAPA on Twitter.

## More Benefits

EAPA endorsed professional and business liability insurance - Affordable professional liability and business office insurance to protect you in the broad range of settings in which EA professionals practice.

Access to Members-only pages on EAPA's website - Members-only pages include up-to-date EA Public Policy information, free access to select Conference On Demand sessions, full access to EAPA's online Library of Free Resources (including recorded webinars on key EA topics), and much more.

# EAPA MEMBERSHIP EXCLUSIVE BENEFITS

- Print and electronic subscriptions to the quarterly Journal of Employee Assistance
- Subscription to the weekly EAP NewsBrief electronic newsletter
- Access to the online searchable archives of past issues of the Journal of Employee Assistance
- Access to the online archive of past issues of the EAP NewsBrief
- Access to EAPA's comprehensive online database of "EA Research and Statistics" articles (2000 - present) to help you make your EAP business case
- Unlimited non-credit access to all 2013-2014 Conference on Demand sessions
- Access to EAPA's online Library of Free Resources (including recorded webinars on key EA topics)
- Access to the searchable EAPA Member Directory to facilitate peer-to-peer networking and assistance
- Access to members-only sections of EAPA's website
- Eligibility for local chapter membership to enhance peer networking and local training
- Face-to-face and online networking opportunities with EAP leaders and peers to support your job/business goals and objectives

## EAPA MEMBERSHIP DISCOUNTS ON ...

The annual EAP Conference & EXPO (plus a discount on most pre-conference training courses)

EAPA's Conference On Demand unlimited access pack (includes the two most recent EAPAConferences)

Initial CEAP® certification fees – the only recognized credential that represents mastery of the EAP body of knowledge – and CEAP® recertification fees

The online CEAP® Exam Prep Course – featuring analysis of exam topics, sample practice questions, and tips from the experts

EAPA's EA Specialist-Clinical (EAS-C) training and directory listing

The online DOT/SAP qualifying exam

Every live EAPA Webinar – on topics of current significance to EA professionals

Every archived online EAPA Webinar – a continually expanding collection of classic webinars on EA topics

EAP Career Central employer job postings (resume posting for individual members is free)

Professional Liability and Business Office insurance coverage with Trust Risk Management Services – an EAPA researched and endorsed provider

Other professional EA resources, publication and website advertising, etc.

Local chapter and branch events

These benefits and discounts add up to great value for every individual EA professional! But equally valuable is what our collective memberships in EAPA contribute to the profession that we believe in so deeply. Any strong profession requires a strong professional association. Your investment in EAPA membership is an investment in strengthening the EA profession's collective identity. That's important because a strong EA profession benefits all of us.

**TOTAL VALUE OF EAPA MEMBERSHIP BENEFITS AND DISCOUNTS Over \$1,500!**

# EACC CEAP PDH APPROVAL

June 4, 2019 | Oakbrook Terrace, Illinois

June 4, 2019 | Oakbrook Terrace, Illinois

Date	Domain	EAC Pre-Approval Number	# of PDHs	Title of Session
6/4/19	III	SSNICP0519-X43	1.5	Forgiveness at Home & at Work
6/4/19	II	SSNICP0519-X44	1.5	Promoting Pro-Social Behaviors for Employee Referred Clients in the Workplace
6/4/19	III	SSNICP0519-X45	1.5	Mindfulness in the Workplace
6/4/19	II, III	SSNICP0519-X46	1.5	Helping Employers Learn to Support Employees on Autism Spectrum Disorder
6/4/19	III	SSNICP0519-X47	1.5	Supporting the Substance Abusing Professional along Whole Continuum of Care
6/4/19	III	SSNICP0519-X48	0.5	Despair, Discovery and Healing
6/4/19	III	SSNICP0519-X49	1.5	How to Better Self-Manage Conflict for Productive Outcomes
6/4/19	III	SSNICP0519-X50	1.5	A Transdiagnostic Approach: Into. to Radically Open Dialectical Behavior Therapy
6/4/19	III	SSNICP0519-X51	1.5	Recognizing Eating Disorder Behaviors in the SUD Population & Integrated Treatment
6/4/19	II, III	SSNICP0519-X52	1.5	Using Team-Building Activities to Impart the Spirit of the AA's Twelve Steps
6/4/19	I, II	SSNICP0519-X53	1.5	You've Received a Subpeona for Records of Deposition - Now What?
6/4/19	I, II	SSNICP0519-X54	1.5	Internet Pornography Use, Substance Use, and Sexual Behaviors in the Workplace

TOTAL NUMBER OF PDHs: \_\_\_\_\_

SIGNATURE OF

ATTENDEE: \_\_\_\_\_



# John Sheridan Labor Person of the Year

2007 JOHN SHERIDAN

2008 ART ZARAGOZA

2009 BOB STEWARD

2010 KEN MORSE

2011 AMERICAN AIRLINES

2012 RUDY ASUNCION

2013 MICHAEL GALLAGHER

2014 CHICAGO FIRE DEPARTMENT

2015 MIKE TINKEN

2016 IBEW LOCAL 701 & NECA

2017 SCOTT CULLEN-BENSON

2018 MARYANN SHEPARD

## Who will be the 2019 recipients?

## NIEAPA Member of the Year Past Recipients

1988 Bill Schleicher  
1989 Mike Stroden  
1990 Mary Ellen Kane  
1991 Judy Dorsey  
1992 Barbara McKinney Jackson  
1993 Shari Ligett & Leo Miller  
1994 Beverly Younger-Urban  
1995 Vicki O'Donnell  
1996 Scott Cullen-Benson  
1997 Edie Bernstein  
1998 Linda Bienecke  
1999 Bill Heffernan  
2000 Gary Cohen  
2001 Amy Adlington  
2002 Michael Goldman  
2003 Dawn Zumstein-Marie  
2004 Steven M. Haught  
2005 Jan Reisch  
2006 Andrea Landsman  
2007 Laura Adams  
2008 Chris Drake  
2009 Chet Taranowski  
2010 Marco Jacome  
2011 Tom Delegatto  
2012 Priscilla Murphy  
2013 Charley Galassini  
2014 Rick Kronberg  
2015 Doug LaBelle  
2016 Linda Lewaniak  
2017 Paul Fitzgerald  
2018 Kathleen Horton

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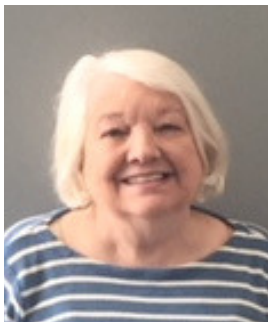
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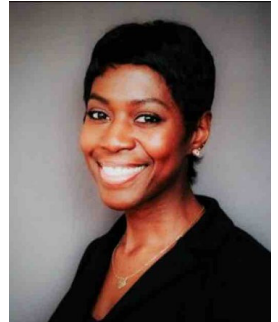
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