



Personnel Department

County of La Crosse, Wisconsin

County Administrative Center • Room 2190

400 4th Street North • La Crosse, Wisconsin 54601-3200

(608) 785-9640 • FAX: (608) 789-4887

www.co.la-crosse.wi.us

EMPLOYEE ASSISTANCE PROGRAM

OVERVIEW

The program is offered to help you if you are having problems with co-workers, alcoholism, separation, divorce, work stress, generation gap, grief, family violence or other issues.

WHY DOES LA CROSSE COUNTY HAVE THIS PROGRAM?

Our Employee Assistance Program (EAP) has been developed because we value you as an employee and as a person. It is the County's way of helping employees find ways and resources to resolve their personal concerns. When circumstances or events trouble you or your family, an Employee Assistance Program counselor will be available to help you or refer you to another resource or agency.

WHAT IS THE EMPLOYEE ASSISTANCE PROGRAM?

Most people must deal with emotional, situational and family problems at some time or other in their lives. While some problems may be resolved easily, others are complex and require the aid of special resources. To ignore or neglect help could mean the problem will continue unresolved or develop into a more serious situation. This program helps employees deal with these types of problems.

WHAT TYPE OF PROBLEMS DOES THE PROGRAM HANDLE?

The program deals with human problems – the kind that affect an employee's personal well-being and their ability to perform on the job. These problems may involve marital differences, financial or legal problems, emotional difficulties, or problems caused by alcohol or drug abuse.

ALCOHOL ABUSE

Alcoholism, after cancer and heart disease, is our nation's third most serious health problem. More than 10 million Americans are alcoholics. Millions more are on the verge of a serious drinking problem that could lead to alcoholism.

Alcoholism has been defined as a condition in which the consumption of alcoholic beverages has a negative impact on an individual's health, family life or job. If untreated or ignored, alcoholism produces increasing loss of efficiency, deterioration of family and social relationships, financial difficulties, deterioration of physical and mental health, and almost invariably early death. As many as one out of every ten employees on average has an alcohol-related problem which can destroy their families, jobs and their lives if not treated.

DRUG ABUSE

Although alcohol is the most commonly abused drug, the misuse of other drugs has become widespread. Drug addiction, like alcoholism, is chronic and progressive, which, untreated, can result in serious physical, mental and social deterioration and eventually death.

PERSONAL & FAMILY STRESS

The stress caused by a personal or family problem can have a destructive effect upon an employee's life. We all feel stress from time to time, which we are unable to cope with ourselves, but for some the stress may create an emotional disorder. When this happens, in many cases, the person will respond quickly to short-term professional counseling, therapy or medication.

It is generally agreed that such problems can be more successfully treated if they are identified in their early stages, and if referral is made to the appropriate kind of care. Behavioral/medical problems don't go away by themselves. Without intervention they will get worse. The Employee Assistance Program promotes early identification of behavioral/medical problems and encourages the individual to seek referral and treatment.

HOW DOES THIS PROGRAM WORK?

La Crosse County has contracted for employee assistance services at both Gundersen Lutheran and Mayo Clinic Health Systems. You may choose either one. The phone numbers are listed at the end of this page. The counselor will arrange an interview with you to discuss your problem. Following the interview, you will be given a recommended course of action and assistance in arranging further treatment or counseling if necessary.

DOES ANY INFORMATION GO ON MY RECORD?

The Employee Assistance Program is based on confidentiality and trust. No report from an interview will go into an employee's personnel record. All counselors are pledged to complete confidentiality.

HOW MUCH DOES IT COST?

There is no fee for seeing a counselor from the Employee Assistance Program. If you choose to accept a referral to another individual or agency, any financial charges will be your responsibility. Many services are available on an ability-to-pay basis, or may be covered by your health insurance.

WHAT ABOUT WORK-RELATED PROBLEMS?

The program has no effect on the way work-related problems are handled. It deals only with personal problems. Work-related problems are dealt with through existing organizational policies and procedures.

CONTACT INFORMATION

- Gundersen Lutheran EAP 608-775-4780 or 800-327-9991
- Mayo Clinic Health Systems EAP 608-392-9530 or 800-493-3960