



Local 591 EAP / Member Assistance

Credit IAM EAP, LAP

September 2023



In 2022, the use of hallucinogens, marijuana, binge drinking, and vaping were at historical highs. For almost 50 years, The University of Michigan's "Monitoring the Future" panel has looked at substance use in young adults and adults.

How the Survey is Conducted

28,500 participants were asked about their substance use from April to October 2022. The first study in 1975 looked at substance use in 8th, 10th, and 12th graders. Follow-up surveys were then done with a portion of the participants every other year after 12th grade until they reached age 30. After that, participants were surveyed about their substance use every five years. The oldest participants being now in their 60s. The data is separated into two categories: young adults aged 19-30 and adults aged 35-50. The study is funded by the National Institute on Drug Abuse (NIDA).

The Results

Young adult's (ages 19-30) hallucinogen use is at a high of 8% – up from 5% in 2017 and 3% in 2012. Hallucinogens can include PCP, psilocybin, mushrooms, LSD, etc. Ten years ago, young adults' use of marijuana was at 28%. It grew significantly to 44%. The survey didn't study vape use until 2017. The first results that year showed young adults vaped nicotine at a rate of about 14% and marijuana at 12%. In 2022, the nicotine vape rate increased by 10%, and marijuana vape use grew to 21%.



Overall alcohol use for adults (ages 35-50) is at 85% – a 2% increase in the last ten years. Instances of binge drinking are at an all-time high of 29%. This rate has been steadily increasing from 23% in 2012 to 25% in 2017 and 26% in 2021. The growth of hallucinogen use is a little over 3%, resulting in a high of 4% in 2022. Marijuana usage increased to 28%, which is more than doubled from 2012. Vaping for adults was added to the survey in 2019. Both the marijuana and nicotine vaping rates remained at 9% and 7% respectively since then.

The use of substances like sedatives, non-medical use opioids, and cigarettes declined over the past ten years for both age groups. Since 2012 amphetamine use decreased for young adults but increased for adults.

What Does This Tell Us?

These annual surveys give us insight into how people use substances as they move from adolescence through adulthood. They also give insight on historical trends of public perceptions. For example, the growth in marijuana use could be because many states have legalized it in recent years. With almost 50 years of data, we can now begin to see long-term trends in substance use.

EAPs support employee wellness

(Excerpts from betterup.com)

EAPs support you through significant life and career events. In addition to helping with the substance use issues mentioned above, your local EAP can help you with work stress, mental health, and significant life and career events. They provide valuable resources to help you navigate stressors without letting work suffer. Examples of situations EAPs support are:

- Family situations, such as divorce, adoption assistance, or childcare
- Social or professional relationships like conflict resolution, networking, family issues, and relationship building
- Recovery from substance abuse
- Recovery from traumatic events
- Mental wellness support to help employees cope with stress or mental health issues
- Career transitions, be it a lateral switch or a promotion - EAPs can help support you to smoothly navigate the responsibilities of the new role.

Treatment Resources

FindTreatment.gov

The confidential and anonymous resource for persons seeking treatment for mental and substance use disorders in the United States and its territories.

FindTreatment.gov

988 Suicide & Crisis Lifeline

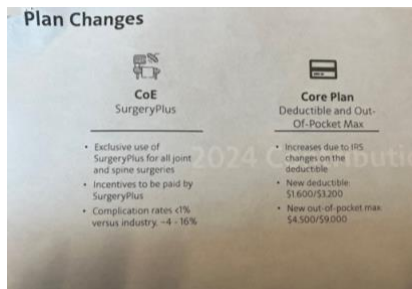
24-hour, toll-free, confidential support for people in distress. Prevention and crisis resources for you or your loved ones.

Call or text 988.

FindSupport.gov

Find Support is an online guide that helps people navigate through common questions when they are at the start of their journey to better behavioral health.

FindSupport.gov



YOY monthly dental and vision contributions comparison

- Dental contributions are decreasing by -15% (slight differences by plan/fee due to rounding)
- Vision rates are increasing +5% (slight differences by fee due to rounding)

	2023	2024	% Change		2023	2024	% Change
Plan				Plan			
EE Only	\$8.27	\$8.75	+5%	EE Only	\$9.00	\$9.45	+5%
EE + Spouse	\$10.00	\$10.50	+5%	EE + Spouse	\$10.50	\$11.00	+5%
EE + Children	\$18.50	\$19.50	+5%	EE + Children	\$19.00	\$19.50	+3%
EE + Family	\$28.27	\$29.75	+5%	EE + Family	\$29.00	\$30.00	+3%
Rate				Rate			
EE Only	\$1.75	\$1.84	+5%	EE Only	\$1.75	\$1.84	+5%
EE + Spouse	\$1.75	\$1.84	+5%	EE + Spouse	\$1.75	\$1.84	+5%
EE + Children	\$1.75	\$1.84	+5%	EE + Children	\$1.75	\$1.84	+5%
EE + Family	\$1.75	\$1.84	+5%	EE + Family	\$1.75	\$1.84	+5%

- FSA, HRA, RHRA spending accounts will be going from smart Choice to Fidelity in 2 Phases 1 starting 1/1/24 for Active, Phase 2 Retiree.
- Core plan HSA, if you had a HSA or have a HSA these account are individual accounts and will need some action to be taken, you can stay with Smart Choice but fees will be involved. This will be done in Phase 2 on 4/1/24. Company will be sending information on this and it will be on JETNET
- Core Plan IRS requires changes in deductibles and out of pocket max (OPM). New deductible 1600/3200, New OPM 4500/9000
- Family Planning increases on adoption and surrogacy \$30000 lifetime max.
- Everyone will be receiving a new spending card
- Surgery Plus will extend to Joint and Spine surgeries.

Injury on Duty

- 211 injuries /week, 30 injuries/ day, one injury every 45 minutes, 11000 injuries annually
- Injuries are on the rise Trips, slips, falls being the most common followed by struck by.

Absence Return Center (ARC)

- 500 cases a week, 87564 cases to date, avg 100000/ year
- Recertification, they are working to improve the FMLA form
- Authentication, If ARC feels something is fraudulent on the FMLA form they will be reaching out to the Provider and possibly requiring a 2nd or 3rd opinion
- They will be auto designating FMLA more consistently for IOD and Qualifying personal conditions.

Union Benefit Planners (UBP)

- No premium changes in 2024
- To enroll during open enrollment or STD and Lifelock anytime during the year you must make an appointment using the QR code below.

TWU Local 591

Open Enrollment



TWU Local 591 is excited to announce our Open Enrollment!

These union sponsored exclusive benefits are guaranteed issue for the membership and their families.

During this time a benefits counselor will be on site to educate on these valuable benefits and allow you easy access to enroll at your convenience.

Use the link below or scan the QR Code with your cell phone camera to learn more and schedule a virtual appointment **ONLY if you are unable to meet with one on-site.**

<https://flimp.live/twu591>



Long Term Disability

Long Term Disability is income protection designed to cover serious injuries or illnesses that keep you out of work longer than 6 months. This includes permanent disabilities that prevent you from working again.



Short Term Disability

Income is often the most overlooked thing to insure. Short Term Disability coverage offers 50% of your salary in the event you are ill or injured and unable to work for up to 6 months.



Term Life Insurance

Term Life Insurance provides large amounts of coverage at a low cost to you. This is ideal to help protect you during your high-need years. This plan is customizable to help create a plan to suit your needs.



Whole Life Insurance

Permanent life insurance coverage that can provide a long term solution to your needs. This coverage is ideal for final expenses. Plans build cash value that can be borrowed at any time.



Identity Protection

Identity theft insurance is designed to cover some of the costs related to identity theft. Those costs can range from phone bills to legal help.

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