



Helping Hands



Facing Your Fears

(excerpts from Jonathan Rios, FitRx Newsletter March, 2015)

FEAR: a distressing emotion aroused by impending danger, evil, pain, etc., whether the threat is real or imagined; the feeling or condition of being afraid. Synonyms: foreboding, apprehension, consternation, dismay, dread, terror, fright, panic, horror, trepidation.

Strategies to Face and Move through Fear

1. Find out what the fear behind the fear is! For example, the root of most performance fears, the fear behind the fear, is often "I'm not good enough" or "They won't like me." Identifying the true fear creates awareness, the first step in creating change.



2. Ask "what is REALLY true?" F.E.A.R. = "False Expectations Appearing Real." It's a great reminder that our minds think the threat is real. Ask yourself what is REALLY true. In the case of public speaking, you can admit that you are good enough, and that you know enough – you know more than the audience knows. The truth is you are capable of speaking in front of anyone when you are in your most confident state.

3. Play the "what if" game. "What is the worst that could happen?" To play the game, ask yourself "What if my fear happens, then what? And what if that happens, then what?" By the time you follow this path a few times, the possible outcomes start to seem preposterous and the real risk is put into a new, less threatening perspective. You also start to calmly prepare for reasonable unexpected events.

(Note - be aware that worst-case-scenario thinking usually cripples us and doesn't benefit us. Despair expects horrible things around the corner. Hope expects good things around the corner.)



4. Make sure you are intellectually, emotionally and spiritually grounded. Utilize deep breathing, inspiring quotes, meditation, etc. YouTube videos, movie scenes, and positive, present-tense affirmations can help get you centered and calm. Return to a confident state of mind by reviewing your successes and your belief in yourself no matter what happens.

5. Ask for help. Turn to someone you trust, with whom you feel safe, who you know cares about you and ask them to go with you, help you, hold you accountable to face your fear. Verbalize your fear and commit to facing it. When we verbalize our fears it can help to lessen them.

Drug Testing

Workplace drug testing is becoming more common. Use of prescribed and non-prescribed drugs in the workplace can lead to an unsafe work environment and severe consequences. The purpose of the Employee Assistance Program is to help co-workers when they are experiencing difficult life situations. Inappropriate use of any medications, even when prescribed by your doctor is against most company policies. Suspicion of drug use will lead to an employee being given a drug test. Here is some basic information about such testing.

Most drug tests are conducted using urine specimens. The urine specimens are analyzed for the following drugs/metabolites:

- Marijuana metabolites/THC
- Cocaine metabolites
- Amphetamines(including methamphetamine, MDMA)
- Opiates (including codeine, heroin (6-AM), morphine) •
- Phencyclidine (PCP)

To learn more about the effects of these and other drugs visit the following sites:

- Drugs and Human Performance Fact Sheet. National Highway Traffic Safety Administration (NHTSA) www.nhtsa.dot.gov.
- Driving While You Are Taking Medications. National Highway Traffic Safety Administration (NHTSA) www.nhtsa.dot.gov.
- Common Drugs of Abuse. National Institute for Drug Abuse (NIDA) www.nida.nih.gov.
- Substance Abuse. Substance Abuse and Mental Health Administration (SAMHSA) www.workplace.samhsa.gov.
- Drug Facts. Office of National Drug Policy Control (ONDCP) www.whitehousedrugpolicy.gov.
- Prevention On-line. National Clearinghouse for Alcohol and Drug Information (NCADI) www.health.org.



IAM Peer Employee Assistance Program

The heart and soul of the District 141 Employee Assistance Program is the local lodge EAP peer coordinators. These dedicated men and women volunteer their personal time to assist other union members and their families who are experiencing personal difficulties. EAP coordinators do not make clinical diagnoses or clinical evaluations, however, they are trained to make a basic assessment of your situation and refer you to an appropriate resource for a more detailed evaluation. EAP coordinators will follow up to ensure you have been able to access services that address the difficulty you are experiencing.

United Airlines EAP Airline Coordinator:
Mike McGovern, 570-350-0497

USAir/American EAP Airline Coordinator:
Chris Davis, 704-572-4859

Hawaiian Airways EAP Airline Coordinator:
Maurice Masaki, 808-728-4316

District 141 EAP Director:
Bryan Hutchinson, 303-229-5117

Your Employee Assistance Program

EAP is a free, confidential program designed to assist employees seeking relief from difficult circumstances. These may include: substance abuse, (drugs/ alcohol, financial trouble/job loss, marital/ relationship issues, depression, anxiety, grief/loss and other mental health concerns.

Your Machinists Union EAP peer coordinator has been trained to guide you to the resource(s) best suited to fit your needs. He/she will listen to your situation, get a good understanding of what you are experiencing and guide you to resources that can help you resolve your particular situation. The IAM EAP peer coordinators will follow up with you to insure that the recommended resources were able to help - or they will work with you until you are able to find help.

