

ISC Miami Work-Life Quarterly

United States Coast Guard

OCTOBER IS NATIONAL WORK AND FAMILY MONTH

by CAPT C.D. Balboni, USCG, Commanding Officer, ISC Miami

I am glad to tell you that October is designated as National Work and Family Month. Reducing conflict between work and family life is a national priority. A U.S. Senate resolution issued in 2003 prompts all federal agencies, including the Coast Guard, to annually publicize policies and programs that enable employees to flexibly balance work and family obligations.

A Captain once told me that Coast Guard members who worked less than 12 hours per day, 7 days a week were less loyal to our Service. Long hours and days were expected, and the family shared what little time was left over. That was the mindset many mango seasons ago, when I was very junior. I did not agree with his definition of loyalty then--or now.

We are all responsible to find that right balance between work and family. The challenges of parenting, caring for elderly, and other care issues are greater than ever. We have more dual-income families straining to make ends meet. Fortunately,



we also have more tools to help manage these life challenges in the form of Coast Guard Personnel and Work-Life policies and programs.

Two things need to come together to achieve a good balance between the workplace and our families.

* One - Awareness of policies and programs. Some examples of Coast Guard policies and programs: Humanitarian Assignment (HUMS) policy, Civilian Leave Transfer program, the Special Needs program, and Temporary Separation for Care of Newborn Children

program, among many others.

* Two - An individual willingness to engage these programs as needed.

Supervisors play a key role in educating subordinates of our various tools to balance workplace and family, and by recognizing and encouraging use of these policies and programs as the need dictates.

Our service goal is for all of us to become a more productive worker, as well as foster a happier family. Today's definition of Coast Guard loyalty is

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Table of Contents

Your Life, Your Family, Your Coast Guard 2

Health Promotion Happenings 3

Welcome Baby Program 3

Transition Relocation Assistance and Ombudsman Program 4

Family Advocacy Helping Families 4

Managing Life Problems and Stressors 5

Trainings and Upcoming Events 5

Work-Life Staff Contact Information 5

no longer those who spend the most hours and days in the office, but those who balance their work and their life to achieve success, both at work and at home.

YOUR LIFE, YOUR FAMILY, YOUR COAST GUARD

Arthur Corrieri, MS, LMHC Family Advocacy Specialist

Your life, your family and your Coast Guard are the three main aspects of living a healthy life. At times, it is difficult to have a perfect balance of the three. We can encounter difficulties that can affect ourselves, our family and our mission at the U.S. Coast Guard. For help, you simply have to look toward the horizon at the ISC Miami Work Life division. There, you will find 5 major programs designed to help you achieve that perfect balance. They are: Family Resources, Employee Assistance, Family Advocacy, Health Promotion, and Transition Relocation. Each program can help you and your family with different needs. The **Family Resources Program** can help you or your dependents with medical, psychological and educational special needs. Other services are child care, adoption reimbursement, elder care and scholarships. The **Employee Assistance Program (EAP)** is designed to provide a confidential professional assessment and short-term counseling and referral services to help Coast Guard members and their dependents with their



personal, job or family problems. The EAP can also provide you with a financial consultation, legal consultation or referrals to drug and alcohol counseling, critical incident stress management counseling, and counseling and guidance on troubled relationships, parenting, stress and other personal issues. The **Family Advocacy Program** is intended to prevent and reduce the incidence of family violence. The most common incidents of family violence are child abuse and domestic violence. The Family Advocacy Program can provide services such as victim safety planning; domestic violence assessment and rehabilitation; referrals to mental health providers for diagnostic assessments; referrals to anger management,

couples communication, domestic violence intervention programs; and ongoing case management; among other services needed to address the abusive situation. The **Health Promotion Program** contributes to optimal mission performance by supporting the health of all its members through education, training, and services. The major program elements are nutrition, weight management, physical fitness, tobacco cessation, stress management, personal wellness profiles, prevention of disease and injuries, alcohol and drug abuse prevention and health education resources. The services offered are personal wellness profile, fitness assessment, cholesterol

screening, blood pressure screening, body composition analysis, nutritional analysis, stress management, weight management guidance, tobacco cessation, healthy menu planning, alcohol and drug prevention, health promotion seminars, health promotion consultations and healthy lifestyle motivational lectures. Lastly, the **Transition Relocation Assistance Program** is intended to provide information and assistance to all separating and retiring members and those being transferred to other regions. Services and resources available are pre-separation guide, relocation package, military spouse career center, resume preparation, sponsorship, spouse handbook and assistance with electric utility, housing and school. See your work-life team on Page 5 of this bulletin.

Health Promotion Happenings

Melissa Ross, Health Promotion Manager

Nutrition and Weight Management are two of the most popular elements of the Health Promotion program. Our active-duty personnel are required to meet a weight standard and weigh-ins are conducted twice a year in April and October. Weigh-in periods can cause a great deal of stress for some members who struggle with lifestyle, weight and eating issues. Sadly, many personnel separated from the U.S. Coast Guard due to being overweight were good performers. To assist these members and personnel interested in improving their diet and eating patterns, the Health Promotion Program is now offering a new program called Healthy Eating Every Day (HEED). The HEED program is a preventive behavior change program that focuses on helping individuals break bad habits and change and improve their eating habits for good.

Whether they want to learn how to cope with stress and other triggers that lead to poor eating habits, use healthy shopping strategies, or identify healthy options when eating, HEED can teach you how to achieve healthy eating goals based on individual lifestyles and needs. Through a detailed assessment process, the HEED participant will determine the areas of their diet that they need to improve and set specific goals to accomplish throughout the program. Even better, HEED is a fully online program, which allows anyone in the AOR to participate from any remote location with internet access. It is FREE and facilitated by the Work-Life ISC Miami Health Promotion Manager. Improve your health today. Now is the time to stop struggling with diets and poor eating patterns and develop a healthy eating lifestyle. It can help you achieve greater health, become more productive at work and feel better about yourself.

For more details about the HEED Program, call ISC Miami Work-Life Health Promotion Manager, Melissa Ross (contact information on page 5) or e-mail Melissa at —

Melissa.A.Ross@uscg.mil



Welcome Baby Program

Patricia Rogers, Family Resources Specialist

The Family Resources Program provides many services to Coast Guard members and their families with special needs. The Welcome Baby Program provides emotional support, parenting education, referrals to community services and follow-up contacts to new Coast Guard parents. This additional support and information helps establish parent-child relationships and environments that promote the healthy growth and development of children. The following goals and services are available within the Welcome Baby Program:

*Personal support for new families

*Reinforcement of the skills and strengths needed for quality parenting

*Increased awareness of available community resources

*Prevention of child abuse and neglect by helping to reduce the isolation of new families

*Identification of families with the potential for problem parenting and early referral to appropriate referral services

Each Welcome Baby Packet contains materials for new parents such as Baby Go To Sleep CD, First Steps Baby Calendar and instructional

flyers on baby safety and development.

Support programs for new parents are effective prevention programs. No family can be considered immune to the stresses that arise from being a new parent. Surely, it is far healthier to meet the needs of new families early in the parent-child relationship than it is to correct the damage incurred by a cycle of abusive parenting. A program such as the Welcome Baby Program is a good beginning and a great help.

For additional information or to request a Welcome Baby Packet, contact your ISC Miami Family Resource Specialist on page 5.

Transition Relocation Assistance and Ombudsman Program

Lori Carrington, Transition Relocation Assistance Manager

The primary function of the Transition Relocation Assistance Program is to provide information, referrals, and sponsorship guidance. In addition to the Transition Relocation Assistance Program, there are other valuable resources that may be of great benefit to you and your family. They are the following:

Gaining Unit: The gaining unit is one of the best sources for unit and local information. If you do not have a sponsor yet, request one!

Servicing Personnel Office: Your current SPO will issue the official orders and start the relocation process.

Transportation Officer: The TO arranges for transportation of your household goods. The TO also determines your allowances for transportation.

Legal Assistance Office: Carefully consider if you will need help with

power-of-attorney contract review or other legal matters during relocation.

Local Housing Office: The Local Housing Office can inform you of local housing availability including government-owned and leased housing.

www.GREATSCHOOLS.net is a national, independent nonprofit organization committed to helping parents choose schools, support children's education and improve schools in your community.

The Automated Housing Referral Network—www.ahrn.com—is sponsored by the Department of Defense and is designed to improve the process of securing available housing for relocating military members and their families.

www.MilitaryByOwner.com is a source for advertising your home for sale or rent near military locations.

The **Transition Assistance Program (TAP)** is designed to help guide military members who are departing the Coast Guard (whether retiring or separating) into the civilian work force. The workshop includes instruction on stress management, resume preparation, interviewing and negotiation techniques. Additional presentations include Veterans Administration benefits and disability information, Household Goods, Retired Pay, Tricare, Delta Dental, and the CG Reserve Program.

With the transfer season approaching, many units will be assigning new **Ombudsmen**. Please read and follow the procedures listed in COMDINST 1750.4D (Ombudsman Program) for solicitation, assignment and resignation requirements for your Ombudsmen. This is an important program that all units should have. Please contact Lori Carrington on Page 5 if you have any questions about the Ombudsman program.

Family Advocacy Helping Families

Joe Otrhalek, Family Advocacy Specialist

The Coast Guard Family Advocacy Program provides many different services and programs to help Coast Guard members and their families. The ISC Miami Work-Life Staff consists of three Family Advocacy Program Specialists. All of them are trained and skilled in dealing with the prevention of domestic violence and child abuse. Programs range from referrals to counseling services such as individual, marital and family counseling. Assistance is also provided to family members and commands with the issues of improving family relationships and preventing domestic violence. Multiple prevention programs are available such as the Gymboree

Super Heroes Program (gym, exercise and social development program for children ages 5 and under) and the Ident-A-Kid program (identification cards with personal information and fingerprints for minor children). The Family Advocacy Program also conducts presentations and invites guest speakers of different areas of expertise to speak about family topics and improving family relationships. Our goal is to help Coast Guard members and their families integrate and harmonize both work and family life. The Family Advocacy Program Staff is always available to consult and provide

guidance to Coast Guard members, command staff and family members on prevention, family violence, referrals or other related issues. Please do not hesitate to contact the Family Advocacy Program Staff (see Page 5 for their contact information).





ISC Miami Work-Life Branch

| Name/Rate/Rank | Work | Program Manager For |
|--------------------|--------------|--------------------------------|
| Montgomery, Simone | 305-278-6663 | W/L Supervisor (LCDR) |
| Roman, Elmo | 305-278-6661 | Admin Manager (YN1) |
| Avila, Jennifer | 787-729-2339 | Family Advocacy Puerto Rico |
| Carrington, Lori | 305-278-6673 | Transition Assistance |
| Corrieri, Arthur | 305-278-6669 | Family Advocacy |
| Morningstar, Netha | 305-278-6674 | Family Resources |
| Otrhalek, Joseph | 305-278-6670 | Family Advocacy |
| Pascoe, Corinne | 305-278-6675 | Employee Assistance |
| Rogers, Pat | 305-278-6667 | Family Resources |
| Ross, Melissa | 305-278-6664 | Health Promotion |

United States Coast Guard

We're on the Web!

<http://cgweb.mlca.uscg.mil/iscmiami/>

<http://cgweb.lant.uscg.mil/iscmiami/worklife.htm>



Trainings and Upcoming Events

The Fall/Winter schedule for ISC Miami TAP workshops are:

17-21 November 2008 (CEU Miami)
09-13 February 2009 (San Juan, PR)

Anyone interested in Family Advocacy or Special Needs Training, please contact the FAS in your area.

Arthur Corrieri: SECTORS ST Petersburg, Charleston and Jacksonville (except units at Port Canaveral)

Joe Otrhalek: SECTORS Miami, Key West and the units at Port Canaveral

Jennifer Avila has SECTORS San Juan, AIRSTA Borinquen, MSDs St. Thomas and St. Croix

Managing Life Problems and Stressors

Corinne Pascoe, Employment Assistance Program Coordinator

We all experience "life" problems and stressors. So where can we go for help to solve them? Your USCG Employee Assistance Program is here for you and your family and is part of our Coast Guard's Work Life Program. It is just a phone call away to find assistance with assured confidentiality; to discover resources to reduce the things that cause you stress; and to cope with the curve balls that life and relationship issues can pitch. Counselors are available 24/7, 365 days a year by simply calling 1-800-222-0364. Also check our website www.foh.dhhs.gov for many resources.

Both negative and positive stressors can lead to stress. Stressors may present as a lack of control over

circumstances such as food, housing, health, freedom or mobility. Social issues can also cause stress, such as struggles with difficult individuals and social defeat, relationship conflict, deception, break-ups, and major events such as births, deaths, marriage and divorce. Additionally, life experiences such as depression, alcohol abuse, or insufficient sleep can also cause stress. You may currently identify with one of the aforementioned issues in your life. Life problems and stressors must be managed. In the face of high demands and trying to balance work and your family life, effective stress

management involves learning to set limits and to say "No" to demands that others make. Most importantly, it involves acknowledging problems that one cannot resolve alone and taking the courageous step to seek help. Only then will you find the hope of living a healthy and joyful life again or for the first time.

