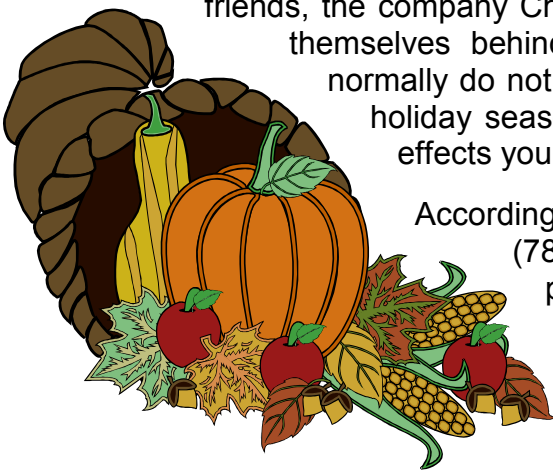


BHS ASSIST. E-NEWS

Alcohol and Holidays

The holidays are upon us. Whether it is a Halloween party, a Thanksgiving meal with family and friends, the company Christmas party, or a toast on New Year's, people may find themselves behind the wheel after consuming alcohol. Even those that normally do not drink, may find themselves consuming alcohol during the holiday season. It is important to know how the alcohol you consume affects your blood alcohol level (BAL).



According to a study by *b4udrink*, three out of four American adults (78%) do not know the number of standard drinks an average person would need to consume in one hour to reach a .08 BAC. Your BAL is determined by factors such as gender, weight and body type, and food consumed.

The following charts show your potential BAL:

Men's BAL Estimation Chart									
Drinks	100	120	140	160	180	200	220	240	
0	.00	.00	.00	.00	.00	.00	.00	.00	Only Safe Driving Limit
1	.04	.03	.03	.02	.02	.02	.02	.02	Driving Skills Impaired
2	.08	.06	.05	.05	.04	.04	.03	.03	
3	.11	.09	.08	.07	.06	.06	.05	.05	
4	.15	.12	.11	.09	.08	.08	.07	.06	
5	.19	.16	.13	.12	.11	.09	.09	.08	
6	.23	.19	.16	.14	.13	.11	.10	.09	Legally Intoxicated
7	.26	.22	.19	.16	.15	.13	.12	.11	
8	.30	.25	.21	.19	.17	.15	.14	.13	
9	.34	.28	.24	.21	.19	.17	.15	.14	
10	.38	.31	.27	.23	.21	.19	.17	.16	Possible Death

Women's B.A.L. Estimation Chart

Drinks	100	120	140	160	180	200	220	240	
0	.00	.00	.00	.00	.00	.00	.00	.00	Only Safe Driving Limit
1	.05	.04	.03	.03	.03	.02	.02	.02	Driving Skills Impaired
2	.09	.08	.07	.06	.05	.05	.04	.04	
3	.14	.11	.10	.09	.08	.07	.06	.06	
4	.18	.15	.13	.11	.10	.09	.08	.08	
5	.23	.19	.16	.14	.13	.11	.10	.09	Legally Intoxicated
6	.27	.23	.19	.17	.15	.14	.12	.11	
7	.32	.27	.23	.20	.18	.16	.14	.13	
8	.36	.30	.26	.23	.20	.18	.17	.15	
9	.41	.34	.29	.26	.23	.20	.19	.17	
10	.45	.38	.32	.28	.25	.23	.21	.19	



Alcohol-related traffic fatalities account for

41%

OF ALL TRAFFIC FATALITIES



Only 17% of Americans know standard servings of alcohol have the same impact on an individual's BAC level.

12 oz .beer 5 oz. wine
1.5 oz distilled spirits

According to a survey of the biggest work mistakes, drinking too much alcohol at office parties ranked as #1.

Drug Free Work Week 2008

October 20-26, 2008 is National Drug-Free Work Week. The purpose of Drug-Free Work Week is to highlight that being drug-free is key to workplace safety and health and to encourage workers with drug and/or alcohol abuse problems to seek help.

During this year's Drug-Free Work Week, take time to familiarize yourself with your company's Drug-Free Workplace Policy. Drug-free workplace programs often include a written policy, supervisory training programs, workplace drug testing, and an Employee Assistance Program component that assists employees in getting the help they need.

For more information, visit www.dol.gov/workingpartners and click on "Drug-Free Work Week."

Making the Holidays More Positive



Holidays are joyful times of festive celebrations with family and friends. And yet for many, that image is far from reality. Loss, loneliness, and nostalgia can make holidays difficult for many people. Some people dread the holidays, and they feel guilty about it.

So, What Gives?

The very thought of the holiday season can send many into a funk. Why? Holidays are often filled with memories that become glorified as time passes, linked to loved ones that are no longer in your life. Divorce, death and distance are especially painful at this time. If you feel the holidays bearing down on you, you need to plan ahead.

Set Realistic Expectations. Most holiday depression is caused by unrealistic expectations. Will you be the receiver of holiday joy or the giver? Plan how to achieve that goal and keep your expectations in mind, no matter what image is promoted by the media.

Set a Budget. How much money will you devote to this holiday? Avoid going into debt that might make you feel guilty and depressed. Plan, shop during sales, compromise, and stick to your budget.

Help Those Less Fortunate. Visit a nursing home or help a less fortunate family. Volunteer at a shelter or soup kitchen. Make a list of blessings. Include the challenges that may have created new strengths.

Avoid Hectic Schedules. Get enough rest. Sit down with family and discuss your calendar. Choose and eliminate. Pressure to attend every holiday function can make you stressed out and anxious.

What the EAP Can Do. If these tips don't help you feel better about the anticipated stress brought on by the holiday season, your EAP can help. The EAP will help you tackle the holiday blues and the empty feelings that you might be facing during this time of year. You don't have to suffer in silence or alone. Although you may see and hear the excitement of others, we know that it may not be that way for you. Together, we will help you devise a personal plan to cope with the present. We'll help you capture the energy and excitement of the future as you face the coming New Year.



Election Year Politics

Protocols for Office Talk

Most are familiar with the old adage cautioning against discussing religion or politics in polite company, but a recent survey indicates that many are not heeding this advice when it comes to talking politics at the office.

According to a 2007 survey by Vault, 66% of respondents say that their co-workers discuss politics at work, while 46% have witnessed a political argument at the office.

Appropriateness: When and How

Best practice dictates that employees avoid political discussion of any form during regular business hours. Interjecting political commentary into meetings, work-related e-mail and/or other official communication is inappropriate. Doing so drags down productivity, creates unnecessary distraction, and can potentially alienate fellow employees and/or clients.

While the line is clear in the conduct of official business, it's not as clear when socializing with co-workers while on the job. The following are a few guidelines to help you steer clear of any unintended harmful side-effects that may come about when expressing your political views.

Be mindful of those around you. While a boisterous political discussion may seem to be the perfect way to spend your lunch break, others may not share your enthusiasm for politics. Never take an individual's silence as agreement. It is equally likely to signal discomfort.

Remember that others may feel as strongly as you. While it can be frustrating when someone refuses to be swayed by your seemingly reasonable arguments, it is important to remember that others have deeply and honestly held convictions as well. Bullying and/or pestering others until they come around to your viewpoint is inappropriate behavior and will likely create conflict, workplace disruption, and hard feelings. Avoiding escalation always begins with respecting the rights of others to believe differently than you. When in doubt, it is best to "agree to disagree" and drop the issue.

Never make it personal. People of good faith can disagree on a variety of subjects. A particular political viewpoint is nothing more than a set of ideas and has no bearing on an individual's integrity or intelligence. Never allow political disagreement to become personal. Always be careful to avoid inflammatory language, personal insults, and sweeping generalizations. Allow your sensibilities to be guided by basic courtesy. A good rule of thumb is to follow the same conversational etiquette that you would follow if you were a dinner guest in your coworker's home.