



October is a month filled with national and local observances. So rather than having an overarching theme this month, we've taken our cues from today's headlines. Our article on the value of volunteerism is our homage to Make a Difference Day. In *Walking a Fine Line* we offer suggestions for addressing the potential threat from the H1N1 virus, furthering Health Literacy efforts. And the month's emphasis on the employment of those with disabilities is the focus of our article revisiting the dilemmas and opportunities when hiring and retaining this valuable segment of the workforce.



Walking a Fine Line - How does management prepare for a predicted H1N1 pandemic this fall or winter and at the same time not elevate anxiety among employees? Businesses and organizations depend on employees to return to work every day in order to keep operations and services going. However, the employer must also show a good faith effort in establishing standard precautionary measures to ensure a safe workplace environment. **READ MORE**

Training Spotlight

Everywhere you go there you are! And, in the workplace, there you are surrounded by others who may think, behave, and see the world differently from you. Our training focused on the **Building Blocks of Teamwork** will help employees learn and appreciate the importance of building effective teams. Contact your Workplace Services Consultant to learn more or to schedule a training.

Unleashing Every Employee's Potential - October is National Disability Employment Awareness Month (NDEAM). Designated as a week in 1945, it was expanded to a month-long focus in 1988 with the intent of educating employers about people with disabilities. In the spirit of NDEAM, we offer cost-effective ways to tap into the talent of differently abled people. **READ MORE**



The Best Unpaid Job on Earth - There are many reasons why people volunteer their time for a cause or organization. Perhaps it is something they believe in deeply; perhaps it is because they're supporting a friend or co-worker or perhaps they just need to stay busy. No matter the reason, volunteering is an essential part of our society in the good times but is especially important in tough economic times. So how can people afford to take time away from paid work to volunteer in this economy? **READ MORE**

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To access your EAP services call (515) 244-6090, toll free (800) 327-4692 or TTY (877) 542-6488.

Did you know... Ten-percent of the general population experiences some form of hearing loss. EFR's Deaf Services provided almost 4,000 hours of sign language interpreting last year and assisted the Deaf Community with issues from housing to citizenship; employment to medical needs. Deaf Services connects individuals and families with programs and services by bridging language and cultural barriers.

What's Ahead in our next Issue?

- Corporate Culture
- FMLA

Contact Information:

To explore any of our family of resources, current EAP and WPS clients please contact your Workplace Consultant; My Plan After 50® and Wisdom Worker Solutions® members please contact Kris Jensen (kjensen@efr.org) or Tom Farley (tfarley@efr.org).