



MONMOUTH COUNTY OFFICE ON AGING

Senior NewsLines

Jointly funded by the Monmouth County Board of Chosen Freeholders and the New Jersey
Division of Aging and Community Services, Department of Health & Senior Services

John A. Wanat, Executive Director

Telephone: 1-877-222-3737

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Monmouth County Division on Aging, Disabilities & Veterans Interment Affairs

LAUNCHES CAMPAIGN TO HELP MONMOUTH COUNTY BUSINESSES AND EMPLOYEES WORK THROUGH COSTLY, STRESSFUL CAREGIVING ISSUE THROUGH OUR LASTING LIFESTYLES WELLNESS & SUPPORT PROGRAM

Employees Who Are Also Caring for a Family Member Have Become a Growing and Costly Challenge for Businesses; This Campaign Aims to Help Employees Balance Work and Caregiving Responsibilities and Involve Local Businesses in the Process

In the United States, the majority of the 44 million Americans who are currently caring for a sick family member are also full-time employees in the workforce, and both employees and businesses are suffering. Employees are finding there are not enough hours in the day to balance their Caregiving responsibilities with their "real job" responsibilities, and the loss of productivity is costing American businesses between \$17 billion and \$33 billion annually.

Today, The Monmouth County Division on Aging, Disabilities & Veterans Interment Affairs, in conjunction with the National Association of Areas on Aging (naa) and the National Alliance for Caregiving is launching a campaign to help local Monmouth County businesses and employees work together on this growing problem. Through the support of Lasting Lifestyles' tools and benefits of education and outreach, Monmouth County has established three additional goals through this program, first – to enhance the self-care capacities of persons with chronic diseases or disabilities; second – to help informal caregivers shoulder their Caregiving responsibilities; and third to help organizations and professionals providing services and supports to people with chronic conditions or disabilities to become more effective in their daily living and responsibilities in work, family and for themselves.

"Today, we are offering local businesses the chance to offer Lasting Lifestyles as a form of support and outreach for their employees and their families, said John Wanat, Executive Director. "Working full-time while caring for a loved one is stressful; while there are no simple solutions, communication is a great start. There are Caregiving programs available to help employees with their responsibilities -- and the more help they get, the more effective they will be at their 'real job.' Lasting Lifestyles offers a win-win for employees and the business community. Employers can arm their employees with the tools they might need if faced with a Caregiving situation, connect to local professionals and organizations of support, and employees will have the gift of empowerment through information education with specific sources focused on our Caregivers."

Accessing all of the benefits available to Caregivers, their families and employers within Lasting Lifestyles is very easy just log into www.lastinglifestyles.net and register or Company presentations and brochures your employees are available from our Monmouth County Division on Aging, Disabilities & Veterans Interment Affairs by calling simply 732-431-7450, states Janet Corbally, Director of Lasting Lifestyles.

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“Caregiving information should become a regular part of the conversation that businesses have with employees, similar to health benefits and other human resources issues,” said Gail Gibson Hunt, President and CEO of National Alliance of Caregiving. “Understanding what resources and information are available on Caregiving – whether you have been through it, will be going through it, or are currently going through it – is important in preventing stressful workplace situations.”

Nearly 60% of those caring for an adult over age 50 in America are working -- the majority of them full time. In the past, responsibilities for Caregiving almost exclusively belonged to women, but currently about 39% of caregivers are men. Studies show that employees who are also caregivers cost employers anywhere from \$17 billion to \$33 billion annually, due to lost time at work, frequent interruptions or leaves of absence.

Background on the Impact of Caregiving on Business' Bottom Line

- In July 2006, the “MetLife Caregiving Cost Study: Productivity Losses to U.S. Business” found that:
 - The total estimated cost to employers for full-time employees with intense Caregiving responsibilities is \$17.1 billion
 - The average cost per employee for those with intense Caregiving responsibilities is \$2,441
 - The total estimated cost to employers for all full-time, employed caregivers is \$33.6 billion
 - The average cost per employee for all fulltime, employed caregivers is \$2,110.
- According to **American Business Cares**, at any given time, more than 20% of the workforce is dealing with a Caregiving situation and.
 - 53% of caregivers admit that their job performance is negatively affected
 - 84% make Caregiving related phone calls during business hours
 - 68% arrive late or leave early
 - 67% take time off from work during the day
- **Legal Costs:** The federal Equal Employment Opportunity Commission (EEOC) reports that there has been an increase in lawsuits filed by workers claiming they've been discriminated against on the job because of their family Caregiving obligations. The Center for WorkLife Law at the University of California, which tracks these lawsuits, says such cases have risen by 400% in the last decade. Cases usually involve an employee who must care for a child, elderly parent or disabled spouse. The employee may claim that he or she was retaliated against, not hired or discriminated against by an employer because of his or her Caregiving responsibilities.

For Working Caregivers with a very busy schedule, Lasting Lifestyles provides tools and information that help make each day of Caregiving easier and more productive. Informal caregivers using Lasting Lifestyles will discover they are not alone. As they connect to the community resources and professionals, they will find the information and advice they need to help their loved one make good choices.

Visit
Lasting Lifestyles
@
www.lastinglifestyles.net

Reducing the Burden of Diabetes in New Jersey

Since flu season is quickly approaching the New Jersey Diabetes Prevention and Control Program is sending this message out first. With the holiday season upon us, it is important to continue to promote flu and pneumococcal immunizations among people with diabetes. Results of the New Jersey Behavioral Risk Factor Survey (NJBFRS) * for 2004-2006 show that only 54% of New Jersey's residents 18 years of age and older with diabetes received an annual influenza immunization. Additionally, 49% reported having received a pneumococcal immunization. We can do better in assuring that people with diabetes receive appropriate immunizations.

Below are some suggestions that can help people with diabetes:

- People with diabetes, or other chronic diseases, are considered at "high risk" for the flu and therefore have higher priority for receiving the vaccine.
- When people with diabetes get the flu, it can cause more than just aches and pains. Individuals with diabetes risk hospitalization and even death from the flu. A pneumococcal immunization is also recommended.
- People with diabetes should have an annual influenza vaccination and keep their pneumococcal vaccination current.

This information was brought to you by the New Jersey Diabetes Prevention and Control Program and the New Jersey Diabetes Advisory Council.



Neptune Seniors enjoy Thanksgiving Dinner *



Deputy Mayor Bishop and Dick & Dolly Driscoll *

Neptune Senior Center's Thanksgiving Luncheon a Huge Success

Over 200 people celebrated Thanksgiving at the Neptune Senior Center. Not only did they have turkey and all the trimmings, they had several surprises, including the 60th wedding anniversary of Dolly and Dick Driscoll. Deputy Mayor, Randy Bishop surprised the couple by offering to renew their wedding vows. Family members of the Driscoll's were on hand to participate in this happy occasion. The renewal of vows was also extended to those married over 50 years and there were many in the audience who participated.

*Photos by: Therman A. Baker



*from the Staff the Monmouth County Division on Aging, Disabilities
and
Veterans' Interment*

**Monmouth County Office on Aging
P.O. Box 1255
21 Main and Court Center
Freehold, NJ 07728**

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