



EMPLOYEE ASSISTANCE OF THE PACIFIC, LLC

# EAP & PAP Newsletter

July 2021

## Back To School In One Month? CHEE HOO and YIKES!

The news two days ago informed Hawaii students and parents that schools will return to in-school learning (with some exceptions). Is that good news or bad news to you? Either way, you need to be ready to adjust to modifications and variations from day to day! Don't expect everything to change back to normal overnight. It will be more important than ever to keep in touch with your children, their teachers, and the news.

Before the Coronavirus, often the beginning of a school year meant excitement for some children and parents, and anxiety and conflict for others. For example, families in the process of a divorce and establishing parenting plans might find it more difficult to work out the extra Covid-19 rules. Families with children in elementary grades will have different concerns than those in with high schoolers and middle schoolers.

Consider your child's age and development as you are helping them, and as you adjust. Young children will have quite different social and safety issues to deal with than middle and high school students. And, if you have special needs children, be sure to discuss any alterations to accommodations with teachers and school counselors.

**After over a year of school-related challenges, children, parents, and teachers are all going to need some time to adjust.**

**The most critical tip is to be flexible and kind. Remember that some people adjust easily, and others do not. Give it some time.**

For older kids it can be a good opportunity to teach them some lessons of adult life and how flexibility can be an important asset. For younger children, creative methods may be the best approach. Just like teaching them the Twinkle-Twinkle Little Star song to wash their hands, you might look for children's literature that *[continued]*



Article by Vali Hawkins-Mitchell,  
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## What About CBD Products?

CBD products are now for sale everywhere you go. Signs are everywhere advertising that these stores proudly offer CBD (Cannabidiol) oils and products. More people are talking about the potential benefits of using these products, derived from the hemp plant. **Yet using CBD products could cost you your job!**

Background: Hemp and cannabis or marijuana are often used interchangeably, but are grown and cultivated for different reasons. Hemp is high in CBD content and low in THC content, and is used for textiles, food, oils, biofuels, clothing, and more. Cannabis, or marijuana, is grown for its high THC content and is usually low in CBD.



Most people don't consider that **it is possible to test positive on an employer drug test for use of most over-the-counter CBD products**, as by law these CBD products have to have less than 0.3% THC (although there are some CBD products that are reportedly 100% THC free). Individuals using even a fifth of a teaspoon (approximately 1,000 mg) daily of a cannabinoid-rich hemp oil product could test positive because they have consumed approximately 15 mg of THC. Even with a low dose of 0.5mg of THC from 3-4 servings of most CBD-rich hemp oil can result in a positive urine test for THC. Because most servings of high-quality, high-purity CBD-based hemp oil contains below 0.1mg of THC, it has 400-600% less THC than marijuana products, but again, use of these products could still result in a positive test.

*[continued]*



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**Counselors are available across Hawaii.**

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## Back To School (continued)

teaches patience. (Google “children’s books on patience” to find a favorite.)

Parents will no doubt have a wide range of questions, worries, concerns, and opinions. Like anything else, start with listening. Do your best to not engage in opinion conflict wars that could potentially increase your child’s anxiety. As you (and schools) continue to do what is in your child’s best interest, try to remember that **EVERYONE IS IN THIS TOGETHER**. And again, it will take time.

No matter the age, grade or personality of your child, the following tips may be helpful.

- **Talk with your child.**
  - Everyone might feel awkward so anticipate some unease.
  - Help children reclaim their focus; shared reading time is helpful.
- **Classes may look different.**
  - Physical distancing may still be used; explain to them why.
  - Some classes and lunches may be outdoors or virtual.
- **Plan on getting back into a routine.**
  - Be available and consistent and establish good habits again.
  - Stay tuned to the local news and bulletins from school and be flexible.
- **Anticipate some adjustment anxiety.**
  - Check in with your children regularly before and after school, especially for the first few weeks.
  - Share concerns with teachers or school counselors, or if you need policy exceptions.
- **Practice good hygiene.**
  - Stay home if sick and continue to handwash, remind them of mask etiquette.
  - Help kids return to a regular meals and sleep schedule.
- **And don’t forget to take good care of yourself!**

## CBD Products (continued)

Download our article for tips employees should consider.

(Available at [https://www.eapacific.com/images/PDFflyers/CBD\\_Products.pdf](https://www.eapacific.com/images/PDFflyers/CBD_Products.pdf))

Download  
Article

### Remember:

- You are responsible for using any product that may cause you to test positive.
- You are responsible for understanding your employer’s drug policy.
- Many CBD products may cause you to test positive as they contain some THC.
- Be a good consumer and check with your physician about any product that may impact your health or your job!

## Articles On Our Website

Did you know about all the resources available to you from your EAP’s website? Here are a few examples:



### 5 TIPS FOR WORKING FROM HOME STRESS-FREE (PARENT’S EDITION)

This is an article written by James E. Porter, CEO of StressStop.com and is used by permission. When I started...

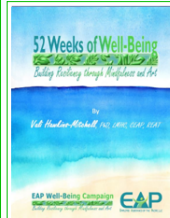
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### SUPPORTING TRANSGENDER, NON-BINARY, AND/OR GENDER NONCONFORMING EMPLOYEES

Making the workplace an inclusive and affirming place for employees who are transgender, non-binary, and/or gender nonconforming...

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### SIGN UP FOR 52 WEEKS OF WELL-BEING

You can sign up to receive weekly emailed tips for a year that help you build your resiliency. Written by our own Dr. Vali Hawkins-Mitchell...

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### MINDFUL EATING

Mindfulness simply means paying attention. A downloadable handy tool to help you eat more mindfully.

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### 8 SIMPLE WAYS TO CREATE A MENTALLY HEALTHY WORKPLACE

Many business leaders assume an employee’s mental health is none of their business. But...

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(If this is a pdf you may be able to click the links to each article above!)

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Please note that work/life services (legal, financial, eldercare, ID theft, mediation) are available to most, but not all, EAP customers. Call us if you have a question.

EAP and PAP provide short-term confidential counseling and work/life services, provided to you by your employer, that can assist in identifying and resolving issues that may be interfering with your job or personal life. Access to our experienced counselors and work/life services is available across the Islands and can be contacted by phoning or emailing our Honolulu office.



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