

# CONNECTIONS

INC

Employee & Family Solutions | Employee Assistance Programs

Vol. 17 #6

## A Message from Matt

HR Magazine recently highlighted a court case where the National Labor Relations Board (NLRB) alleged several of T-Mobile's employee handbook provisions were in violation of the NLRA.

Two policies cited include: "Encouraged employees to maintain a positive work environment" and "Prohibited arguing or fighting, and required respectful treatment and appropriate teamwork". The court ruled this was not a violation of the NLRA and a reasonable employee would understand this to mean "getting along with everybody, common sense, and people skills". Thankfully, we can still require employees to maintain a positive work environment and be civil to each other as a job expectation!



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*Arguments are a natural part of any relationship, but cruelty is not.*

*—Frank Pittman*



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## PAIN KILLERS, BLAME SHIFTING and BIG GOVERNMENT

We have reported earlier in Connections regarding the numerous lawsuits filed by various states, municipalities and individuals against major drug companies for unethical acts in producing and distributing opioid pain killers. Now it has surfaced that a handful of members of Congress, allied with the nation's major drug distributors, prevailed upon the DEA and the Justice Department

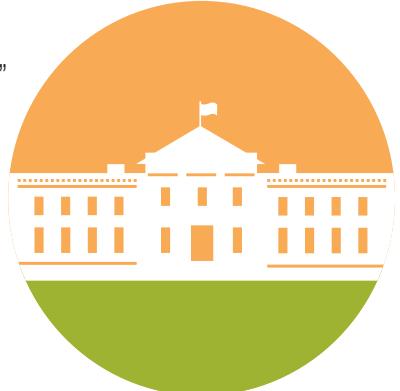
**to agree to more industry-friendly legislation**

**undermining efforts to stanch the flow of pain pills.**

An investigation by The Washington Post and "60 Minutes" reveals the drug industry spent \$102 million lobbying Congress on the bill and other legislation between 2014 and 2016, according to lobbying reports.\*

"The drug industry, the manufacturers, wholesalers, distributors and chain drugstores, have an influence over Congress that has never been seen before," said Joseph T. Rannazzisi, who ran the DEA's division responsible for regulating the drug industry and led a decade-long campaign of aggressive enforcement until he was forced out of the agency in 2015. "To pass a bill to protect their interests in the height of an opioid epidemic just shows me how much influence they have."

President Obama signed this legislation into law and now he along with then Attorney General Lynch and acting DEA Director Rosenburg have denied or delayed more than a dozen requests filed by The Post and "60 Minutes" under the Freedom of Information Act for public records that might shed additional light on the matter. Some of those requests have been pending for nearly 18 months.



\* [https://www.washingtonpost.com/graphics/2017/investigations/dea-drug-industry-congress/?hpid=hp\\_hp-banner-low\\_deanarrative-hed%3Ahomepage%2Fstory&utm\\_term=.fdc956706c49](https://www.washingtonpost.com/graphics/2017/investigations/dea-drug-industry-congress/?hpid=hp_hp-banner-low_deanarrative-hed%3Ahomepage%2Fstory&utm_term=.fdc956706c49)

**Connections Inc. Employee Assistance Program's** mission is to provide holistic assistance products and services that support optimum productivity, team work and healthy community in the workplace.

Connections Inc. Employee Assistance Program mission statement since 1988

## NOTEWORTHY

Notice and enjoy the similarities in the following definitions... The emotional intelligence factor of **Happiness / Well-Being**. This factor is defined as our ability to feel content with ourselves, others and life in general. This is, essentially, the ability to feel satisfied with our life, enjoy others and have fun. In this context, happiness combines self-satisfaction, general contentment and the ability to enjoy life... (*Dr. Reuven Baron. The EQ-I Bar-On Inventory* <http://www.reuvenbaron.org/wp/the-5-meta-factors-and-15-sub-factors-of-the-bar-on-model/> ).

The traditional wish of Christmas **Peace** comes to us from the ancient Hebrew word Shalom, often simply translated peace. This word includes the concepts of completeness, soundness and welfare. Shalom is applicable to an external peace between two entities—such as individuals or nations—and to an internal sense of peace within the individual.



May the PEACE of Christmas  
reach deep inside you and all  
those you love in this  
joy filled season!

*From all of us at Connections Inc.  
Employee Assistance Program.*

## Maynard's Corner

"Do you provide services for our type of company?" A common question and the answer is YES.

Hospitals, schools, colleges, ag businesses, manufacturing, banking, tech engineering, auto dealerships, cities, counties, care centers, foundries, utilities and more have something in common--Employees and Connections

Inc. No Company is too large or too small to be exempt from employee issues that slows productive activity.



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A popular commercial says; "We've seen that and handled that." It's not a Connections Inc. commercial, but it could be. In almost 30 years of serving many types of clients, we have the experience and resources to help you.

**NEXT ISSUE:** Retirements Fuel Demand for Strategic Talent Planning

# CONNECTIONS

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