

# City of Milwaukee Employee Assistance Program

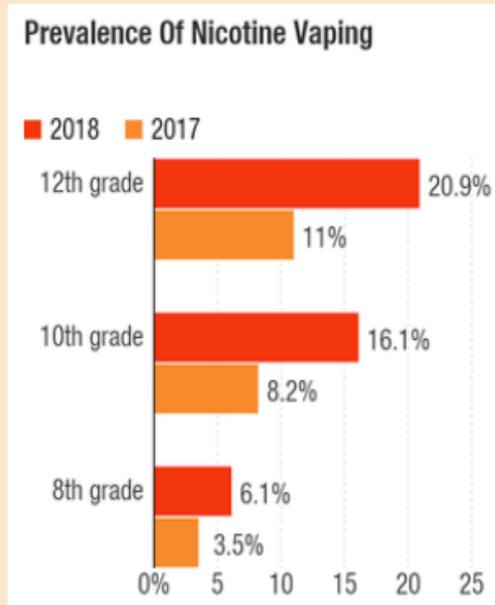
## E-cigarette Use In Youth

### What are e-cigarettes?

Electronic cigarettes, also known as *e-cigarettes* or *e-vaporizers* are battery-operated devices used to inhale an aerosol. They typically contain nicotine, flavorings, and other chemicals. They can resemble traditional tobacco cigarettes cigars, pipes, or even everyday items like pens or USB memory sticks.

### Why e-cigarette use in teens?

E-cigarette are currently the most popular form of tobacco use among teens in the United States. Their popularity is due to three main reasons: 1) They are easily available/accessible, 2) come in a very wide range of attractive flavors, and 3) the misconception that e-cigarettes are completely safe.



The graph below is from the New England Journal of Medicine, 2019. It depicts a sharp increase of e-cigarette use among 8th-12th graders.

### What are the risks?

The research on e-cigarettes is evolving. The risk with e-cigarettes lies in the chemicals added to as well as those produced during the heating/vaporizing process. The e-liquids of certain brands contain high levels of nickel, chromium, and cadmium. These toxic metals may cause breathing problems and disease.

### Teen Health

Adolescence is a critical period for brain development. Nicotine affects our brain's "reward system". Continued use not only leads to addiction, but may make other drugs such as cocaine and methamphetamine more pleasurable to a teen's developing brain. Nicotine also affects the development of brain circuits that govern attention, learning, impulse control and mood regulation (E-Cigarette Use Among Youth And Young Adults: A Report of the Surgeon General — Executive Summary.; 2016).

### What Can You Do?

Consult with your medical provider regarding concerns about your teen's use of e-cigarettes.

Employee Assistance Program



City of Milwaukee EAP

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### EAP Contact Information

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## Tips For New College Parents

Recently, a friend of mine was late for an event we had planned. When he arrived, he explained, "Sorry, I'm late. Was at Metro-Mart and hadn't realized it's move-in day for Marquette freshman. It was completely full of parents and students stocking up on groceries."

You have done a ton of work preparing for your child's first year in college; housing has been secured, meal plans and clothing have been bought and textbooks purchased. How can you as a parent continue to set the stage for your child's success?

**1. Request access to your child's university account.** Given that your child is now an adult, the college is only obligated to communicate directly with the student

(*The Family Education Rights and Privacy Act*). However, you can ask your child to sign a release, usually through the Registrars Office. This allows you to access information like tuition statements, financial aid information and grades.

**2. Enroll in the college's parent program and sign-up for a parent newsletter if available.** Many colleges have a mechanism for parents to stay in the know regarding campus happenings, events, as well as concerns.

**3. Communicate regularly with your college student.** Continued involvement is critical in your child's ongoing academic success.

## Manage Conflicts

The *Four P's* model explains that every interpersonal conflict is due to an issue of *Preference*, *Perception*, *Process* or an unknown *Pressure*.

**1) Preference.** One person prefers one way while the other prefers something different. The antidote here rests on compromising to meet a mutual goal.

**2) Perception.** Interpersonal problems arise when rushing to a conclusion about another person's behavior and assuming we know motives without actually asking directly. Clearly state your intent to minimize misinterpretation.

**3) Process.** This occurs when one party feels threatened and responds with "fight or flight". The second person is triggered in kind and responds with their own attack or avoidance. Interactions become "tit for tat". The goal is to take responsibility for avoiding your own "fight or flight" that perpetuates this cycle.

**4) Pressure.** This "P" involves personalizing someone's behavior. The other person may not be angry with you but reacting to a pressure that you are not aware of (e.g. a looming deadline, a personal problem).

## EAP Mission Statement

It is the mission of the Employee Assistance Program (EAP) to assist employees who develop behavioral/emotional problems that may directly affect their work performance, and to provide Key Personnel with policy and procedural guidelines for the management of these problems.

## City of Milwaukee Wellness Resources

- **Not feeling well?** Visit the [Workplace Clinic](#) (841 N. Broadway, Milwaukee, WI 53202 (Zeidler Municipal Building) for **FREE** onsite health care services. [Call 414-777-3413](#) for information or to schedule an appointment.
- **Free screening, consultation, and education services to prevent and treat potential musculoskeletal injuries.** Schedule an appointment with a physical therapist at the [Injury Prevention Clinic](#). Call 414-777-3413 to schedule an appointment.
- **Health4Me™** is a UnitedHealthcare (UHC) mobile app that provides instant access to your family's critical health information, anytime/anywhere. Find a physician, check the status of a claim or speak directly with a healthcare professional.