

What is IAM EAP?

The IAM Employee Assistance Program (EAP) is a confidential, worksite-based program designed to benefit members and their dependents in the identification and resolution of personal problems or concerns that may adversely affect their job performance.

Members Helping Members

IAM EAP volunteer peer coordinators are union members helping other union members. The IAM EAP provides members and their family's confidential consultations and referrals to community resources. The IAM EAP can assist with issues including: alcohol and drug abuse; domestic abuse; sexual abuse; mental health; finances; legal concerns, stress, relationship and marital issues; and other personal issues. In addition, we also offer Peer Dispute Resolution for any member experiencing conflict on the job.

EAP Training

Each year IAM EAP peer coordinators participate in regional trainings sponsored by the IAM and an annual training co-sponsored by the union and its partner airlines. Also available are EAP I, EAP II, EAP III and EAP IV, weeklong courses at the IAM William W. Winpisinger Education & Technology Center in Hollywood, Maryland.

Air Transport District 142 Employee Assistance Program IAMAW

The International Association of Machinists' believes it is in the interest of the member, his/her family, the IAM, and its partner companies to provide help for members experiencing difficulties.

The Employee Assistance Program (EAP) is a confidential, free service provided for IAM members, domestic partners and their families. The IAM EAP is designed to help anyone experiencing personal problems, which may affect the employee's job performance. EAP services are voluntary, and confidential. The IAM EAP peer coordinator will provide referrals to appropriate resources that will effectively address life problems.

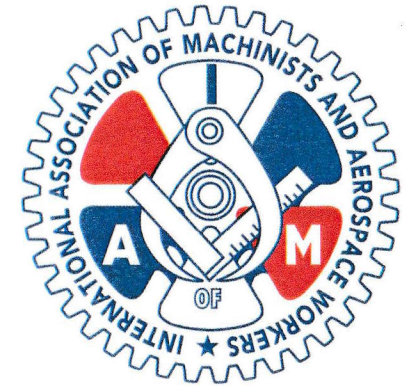
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Air Transport District 142 IAMAW

Employee Assistance Program



<http://www.IAMDL142.org>

Fourteen Reasons Why a Union EAP is Valuable to You

1 The union EAP is a free service to members and their families.

2 The union EAP is strictly confidential. You can talk with us about things you wouldn't mention to anyone else. We will not discuss your problem with any third party without your written consent. The only limits to confidentiality are: an intent to harm yourself or others; evidence of child or elder abuse; court order.

3 Union EAP peer coordinators will talk with you in a private setting to get a good idea about what is troubling you; assist with locating a resource to help; and follow-up with you to ensure you were able to resolve the problem.

4 Union EAP peer coordinators are easily accessible in the workplace. In many cases, an EAP peer coordinator may be working on the same shift.

5 The union EAP is **NOT** a 1-800 number with a disembodied voice at the other end of a phone. We provide services and face-to-face, personal contact.

6 Union EAP peer coordinators respectfully listen to what you have to say. We understand and empathize with work-related problems. We understand because we perform the same work.

7 Union EAP peer coordinators can help you determine if there is a problem, and if a professional counselor, therapist, or other resource can help resolve the problem.

8 Union EAP Peer coordinators can help make effective use of your insurance coverage. We will work to ensure that you receive the best services available within the parameters of your workplace insurance plan.

9 Accessing the union EAP and complying with EAP recommendations is strictly voluntary. We will evaluate your situation and make recommendations to resolve the problem, but there is no authority or requirement to compel an employee to follow through with EAP recommendations. You have the final say.

10 The union EAP can work with your IAM grievance committee when job performance or dependability on the job is affected. Following recommendations by the peer coordinator can help get you back on track to improve job performance and dependability.

11 The union EAP has volunteer peer coordinators in the field wherever there are IAM members. The IAM EAP recruits men and women in all represented classifications who have a desire to help their fellow co-workers, and who are considered by their peers to be role models in the workplace.

12 Union peer coordinators know the workplace better than company or outsourced EAP personnel.

13 The union EAP provides educational seminars in the workplace, union hall, and informational fairs.

14 The union EAP provides follow-up services for you whenever you contact an IAM EAP peer coordinator. Occasionally, a referral we make may not work out – your peer coordinator will check with you after making a referral to ensure the referral addressed your needs adequately. Another referral will be made if necessary.