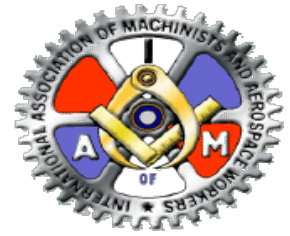




HELPING HANDS



Employee Assistance Program

(Excerpts from EAPASSN.ORG and opm.gov)



An Employee Assistance Program (EAP) is a voluntary, work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems. EAPs address a broad and complex body of issues including mental health and well-being, alcohol and other substance abuse, stress, grief, family problems, financial concerns, and psychological disorders. EAP counselors also work in a consultative role with managers and supervisors to address employee and organizational challenges and needs. Many EAPs are active in helping organizations prevent and cope with workplace violence, trauma, and other emergency response situations.

Sometimes, employees may face problems in their personal lives that affect their work performance. Utilizing an employee assistance program (EAP) can help you feel productive, motivated, and encouraged.

What is an EAP (Employee Assistance Program)?

An employee assistance program (EAP) is a workplace benefit that provides employee counseling services to help overcome personal or workplace challenges. Confidentiality is the cornerstone of any EAP. Anything you discuss with an EAP representative is confidential and cannot be shared with anyone. You will have the opportunity to work with licensed, professional counselors to talk about challenges that may affect your work performance.

EAP's can assist you with:

- Problems with substance abuse
- Debt or financial issues
- Wellness management
- Anxiety, depression, or mental health concerns
- Struggles with family or partners
- Work-life balance

If you feel your job performance is suffering, you can use the EAP and find some resources to help with most any difficulty. Any information about your situation will remain confidential and can't be shared with supervisors or anyone at work or home. Most EAP plans allow both you and your family members to use the services offered. Some things to consider about your EAP

- **Are free sessions available?** Some EAP plans will offer a set number of free sessions for you and your family. Once you have used all the free sessions, your insurance may pay for more sessions, or you may need to pay out of pocket for any continuing sessions or resources.
- **What kind of sessions or counseling does your plan offer?** You can access counseling in a variety of different ways. You can choose to receive counseling individually, or you could choose group sessions. You can pick a plan and session type that best suits your counseling needs.
- **The communication method of each program:** Your EAP plan may offer counseling services over the phone, via email or in person. Telehealth became a popular option during covid – it is convenient, you can access your counselor from home, and it reduces time to and from the counselors' offices and waiting for your appointment.



Areas an EAP can be helpful with:

- Assessment
- Treatment planning
- Referral to treatment
- Short-term problem solving/counseling/facilitating change
- Information for services including elder care, childcare, other ancillary services
- Collaboration with others (such as treatment facilities, managed care organizations, case planning and outcomes).
- Marital and family counseling
- Work-life balance resources
- Anxiety and Stress
- Caregiver Fatigue
- Compulsive Behaviors
- Depression
- Eating Disorders
- Life Transitions
- Interpersonal Conflict
- Personal Crisis
- Suicide Prevention



IAM Peer Employee Assistance Program



The heart and soul of your Union Employee Assistance Program is the local lodge EAP peer coordinator. These dedicated men and women volunteer their personal time to assist other union members and their families who are experiencing personal difficulties. EAP peer coordinators do not make clinical diagnoses or clinical assessments; however, they are trained to make an evaluation of your situation and refer you to an appropriate resource for a more detailed assessment. EAP peer coordinators will follow up to ensure you have been able to access services that addressed the difficulty you were experiencing.

IAM EAP Director, District 142

Paul Shultz

704-907-3563 E-mail: pmschultz@att.net

2022

EAP Classes

Labor Assistance Program

Convention

July 17-21

Tropicana Hotel

EAP II

October 16-21

EAP III

November 6-11

No EAP IV Planned