



IAM Air Transport District 142

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Via Email, DL 142 Website and Media Sites

To: ALL DISTRICT LODGE 142 EMPLOYEE ASSISTANCE PROGRAM COORDINATORS
Subject: EAP Coordinator's Primary Responsibility and Notice of Not Holding a Dual Role

Over the years the District Lodge (DL) has issued Guidance Letters concerning Local Lodge (LL) members accepting appointments as District Lodge EAP Coordinators and the potential consequences of simultaneously holding multiple positions and engaging in political activity. EAP Coordinators are strongly *discouraged* from being other than an EAP Coordinator. Due to recent issues, it is time to update and revisit this guidance.

Multiple Roles: EAP Coordinators must be aware that their **primary** responsibility is to be *objectively* responsive to the *entire* membership. This is a **singular** commitment! It is impossible to objectively perform in multiple and sometimes conflicting roles. Moreover, EAP criteria are entirely different from other roles. To quote policy from the DL EAP Coordinators Manual: "EAP Coordinators should...not confuse their duties with that of union representatives whose obligations are quite different...."

Politics: Elected positions can convey the perception of having chosen sides. Perception, whether real or imagined, plays a prominent role in affecting the success of the EAP Coordinator. Without *neutrality* the position of EAP Coordinator is automatically compromised. It is essential that a coordinator *remain non-active* in Company and union politics. Political activity on the part of the EAP Coordinator *severely impairs* the Coordinator's ability to serve our brothers and sisters.

EAP Coordinators who find themselves in the above circumstances should review the Coordinators Manual and thoroughly reexamine their motives for becoming an EAP Coordinator.

DL 142 EAP Coordinators who hold more than one position will have one year or until the end of their current term ends (whichever is shorter) to decide which position they wish to continue to hold. No EAP Coordinator will be allowed to accept another position without relinquishing their position as EAP Coordinator. For reference, visit the DL 142's website at <https://atd142.org/> EAP Committee page for the EAP Manual and related information.

Once you decide which path you are going to take, please, assist in finding your replacement and use your skills to mentor the new member who has replaced you.

Thank you for your understanding and continued support.

Fraternally and sincerely,

A handwritten signature in black ink, appearing to read 'JMC', written over a white background.

John M. Coveny, Jr.
President/Directing General Chair

JMC/cg

cc: DL 142 Executive Board
LL Presidents and Recording Secretaries