

**EAP Committee Report
IAM District 142
Convention 2025
March 17-20, 2025
Las Vegas, Nevada**

The 2025 Employee Assistance Committee met on March 18th and 19th at 3:00 p.m. in the designated conference room. Committee confirmed Renita Gibbs from Local 2665 as Chairperson and Cheryle Eckhardt from Local 2559 as Recording Secretary.

Completing our Committee are:

Robyn Gregory, Local 2909
Maggie Parker, Local 1487
Sheila Leitten, Local 846
Brian Rippy, Local 2210
Mike Schwab, Local 1903M
Tim O'Connell, Local 1726

The Committee would like to thank EAP Director, Paul Shultz, GC Jessie Wilson and GC Kenny Champagne for their guidance.

The Employee Assistance Program (EAP) provides confidential support for the 26,000 IAM District 142 members. EAPs cover various issues, such as stress management, financial concerns, marital problems, legal problems, substance abuse, and mental health concerns. District 142 members are currently served by 15 Peer Coordinators and 1 Director.

To understand the impact on our members, we will review mental health statistics from 2024. These statistics are derived from the National Institute of Mental Health (NIMH), Centers for Disease Control and Prevention (CDC), and Mental Health America (MHA).

* Approximately 19% of U.S. adults experience mental illness.

* Anxiety disorders affect about 18%, making them the most common.

* Depression impacts around 14%.

- * Anxiety and depression rates among adults are increasing.
- * More adults with serious mental illness are receiving treatment.
- * Suicide is the 10th leading cause of death in the U.S.
- * About 40,000 people die by suicide each year.
- * Suicide rates are highest among young adults and older adults.
- * Around 23% of adults feel anxious about current events.
- * Stress and sleep problems are major factors impacting mental health.

The average cost of mental health treatment in the U.S. is approximately \$190 billion annually.

These statistics draw attention to important issues impacting the general public and IAM District 142 members. Mental health has often been neglected in the workplace, but with the increasing prevalence and significant effects of untreated conditions, programs such as the Employee Assistance Program (EAP) are more important than ever.

The increase in anxiety, depression, and adults receiving treatment for serious mental illness indicates both progress in seeking help and a growing need for these services.

The alarming suicide statistics highlight the importance of providing EAP services that address immediate needs and prevent long-term issues by offering early mental health support.

The financial cost of mental health treatment (\$190 billion per year) is significant, but when you look at it in terms of workplace impact—lost productivity, higher turnover, increased absenteeism, burnout and substance abuse—having a robust EAP program not only supports individual well-being but also benefits the entire workforce and organization.

An effective EAP program should offer more than crisis support; it should incorporate proactive education on mental health, substance abuse, stress management, and wellness.

Promoting the Union EAP program helps foster open dialogue about mental health in the workplace, reducing stigma and encouraging members to seek help early before issues worsen.

This report outlines our recommendations to enhance communication, engagement and accessibility of EAP services.

Objectives for Strengthening the EAP Program

1. Strengthen the Role and Effectiveness of EAP Peers

Incorporate EAP Language in Collective Bargaining Agreements:

Ensure that every CBA includes clear, strong language around the support and recognition of the EAP program and EAP Peers. This will cement the importance of their role in the workplace and enhance their visibility and impact in the workplace.

Create an EAP Program with Full Time Dedicated Regional EAPs:

District 142 Regional EAPs will be responsible to:

- *Recruit and mentor EAP Peers within their region.
- *Visit treatment facilities to support EAP Peers with member placements.
- *Order and distribute EAP related resource materials to EAP Peers in their region.
- * Advocate for a workplace space where EAP Peers can meet, provide resources, and promote well-being.
- *Conduct station visits in their region to educate members on all the IAM EAP program offers.
- *This is not an all inclusive list

2. Improve Communication and Outreach to Members

EAP Presentation during onboarding:

Establish an approved EAP presentation to be included in all new hire onboarding sessions, ensuring that new employees are familiarized with the benefits of the EAP program while also conveying the Union's commitment to their well-being from the outset of their career.

Continue "Helping Hands" monthly handout.

Launch a Quarterly Digital Newsletter:

The newsletter will include:

- Mental health trends.
- Wellness tips.
- Success stories from the EAP program and members.

Create Marketing Materials:

Design magnets and/or business cards featuring a QR code linking directly to the newsletter, helpline, and other resources, making it easy for members to access support.

Host Digital Engagements:

Host and record podcasts, webinars, and Q&A sessions on EAP topics and work-life balance, and archive them for later access.

Create an EAP Resource Hub:

Develop a centralized online platform offering:

- EAP resource related materials.
- Articles relating to EAP topics
- FAQs.
- Contact directories.

3. Establish a Long-Term Strategy for EAP Program Continuity and Effectiveness

Create a Contingency Plan for Emergencies:

Develop a comprehensive contingency plan for situations where a member is in crisis and EAP support is not immediately available, ensuring that members continue to have access to assistance during emergencies.

Expand the EAP Peer Network:

Work towards increasing the number of EAP Peers to ensure that there is at least one Peer in every local, enhancing accessibility and support for all members.

Explore Tele-Help Partnerships:

Look into establishing a partnership with a vetted tele-help service to provide virtual support for members who may not be able to access in-person resources.

Measure Success:

Implement effective ways to track and measure the success of the EAP program, ensuring it meets the needs of members and continues to improve over time.

In Conclusion

Launching a comprehensive EAP program by the next District Convention will provide District 142 members with essential resources and support. Investing

in their well-being can enhance life quality for them and their families, fostering loyalty to the Union.

"Shop Stewards save jobs, EAP saves lives."

We thank you for your attention. This concludes our report.

Mr. President, we respectfully move for its adoption.