



HELPING HANDS



What is an Employee Assistance Program (EAP)

Compiled by CHTGPT5



Why EAPs Matter Now More Than Ever

Today's workplace is evolving, and so are the challenges employees face. Rising rates of burnout, stress, and mental health concerns have made EAPs a vital resource. A 2023 study found that nearly 60% of employees experience mental health symptoms that impact work performance (National Alliance on Mental Illness, 2023).

EAP's offer comprehensive, confidential, and accessible resources. They not only help individuals but also strengthen entire families and workplaces. When you feel supported you are more engaged, present, and productive.

Building a Stronger Workplace: The Power of an Effective EAP

A well-designed Employee Assistance Program is more than just counseling; it's a comprehensive system of support for employees and their families that addresses personal, emotional, and workplace challenges.

What Is an Employee Assistance Program (EAP)?

An EAP is a confidential workplace service designed to help employees navigate personal or work-related issues that may affect job performance, health, or overall well-being. These programs provide **professional support** for mental health, substance use, financial difficulties, family concerns, legal issues, and more. EAPs benefit both employees and employers. For workers, they offer a lifeline during times of crisis or stress.

Key Elements of an Effective EAP

1. Confidentiality and Trust

Confidentiality is the cornerstone of an effective EAP. Clear communication about privacy will be shared with you on your initial contact with the EAP.

2. Accessibility and Ease of Use

Your EAP provides services via your phone, virtual platforms, and in-person counseling options. Multilingual services and accommodations for individuals with disabilities expand accessibility further.

3. Comprehensive Services

Your EAP goes beyond short-term counseling. Other services include:

- Mental health and substance use counseling
- Financial planning and debt management
- Legal consultation services
- Work-life balance resources (e.g., childcare or eldercare referrals)
- Critical incident stress debriefing for workplace trauma

4. Promotion and Education

Your EAP provides ongoing education through orientations, newsletters, posters, and training sessions. Your EAP is a Peer program. You have coworkers who have been trained in EAP and can provide guidance. Your peer EAP can also help you find the resource that best fits your needs. Your EAP peer will stay with you throughout your journey to insure you are getting the services that you or your family need in your specific situation.



How to Access your Employee Assistance Program

Your local EAP Representative is listed in the placard below. Here's a step-by-step guide about how to use your EAP:

1. **Locate Contact Information**

Besides the rep listed below, you can get information from union representatives, employee handbooks or bulletin boards. Most programs offer a dedicated phone number or website.

2. **Make the First Call or Online Request**

Employees or family members can confidentially call the EAP provider or submit a request online.

3. **Schedule a Consultation**

Based on the issue, the EAP will connect the individual with a counselor, financial advisor, legal consultant, or other specialist. Many programs offer a set number of free sessions per year.

4. **Follow-Up and Referral**

If longer-term care is needed, the EAP provides referrals to external providers. Insurance benefits may cover extended services.

5. **Emergency Support**

For crises, most EAPs provide **24/7 emergency lines** and immediate connections to professionals trained in crisis intervention



IAM Peer Employee Assistance Program

The heart and soul of the District 141 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 evaluations; they are trained to make a basic evaluation of your situation and refer you to an appropriate resource for a more detailed evaluation. EAP peer coordinators will follow up to ensure you have been able to access services that addressed the difficulty you were experience

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