

WHAT IS AN EAP

MODULE 1

ALLIED TRADES ASSISTANCE PROGRAM
PREVENTATIVE EDUCATION: SUBSTANCE
USE DISORDER



The background of the entire image is a dark gray color. It is filled with numerous silhouettes of human hands and forearms, all raised in various positions, suggesting a collective gesture of support or solidarity. The hands are rendered in different shades of gray, from light to dark, creating a sense of depth and movement.

YOUR EAP CAN
HELP

Raise your hand if you have
ever been personally affected
by mental health or
Substance Use Disorder.

You are not alone.

We have too..

What does EAP Mean?

Employee Assistance Program

An EAP is a confidential worksite-based program available to you and any family member living in your household (on your benefit plan). An EAP is designed to assist in the identification and resolution of productivity problems associated with employees impaired by personal concerns that may adversely affect employee job performance, including, but not limited to:

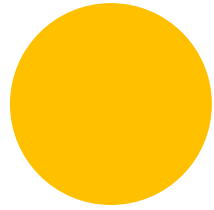
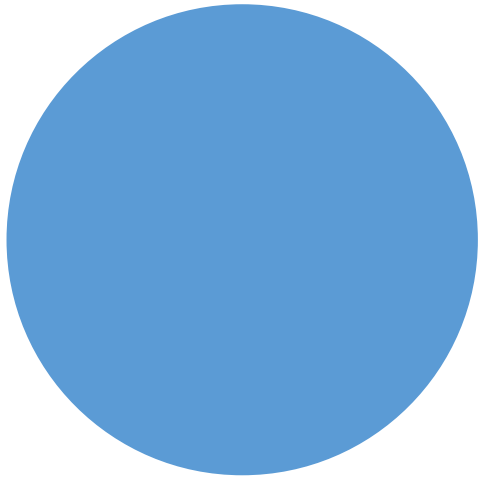
- *Health*
- *Drugs and Alcohol*
- *Marital and family*
- *Emotional*
- *Financial/legal*
- *Stress*

EAP Service

EAPs have clinical consultants for providing short term counseling.

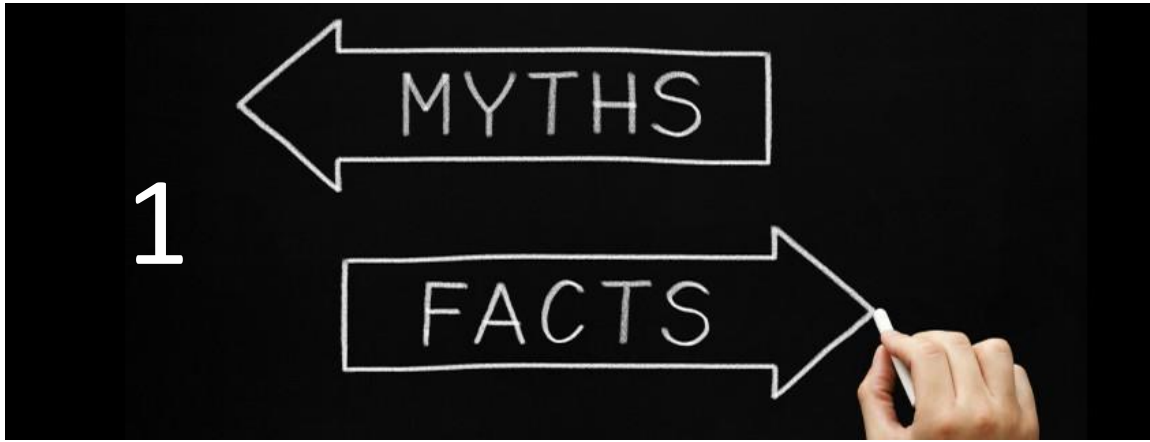
If the issues require a different type of counseling, you will be referred to a community resource.





MYTH VS. FACT

What is the truth?



MYTH

- The Counselor cannot understand me unless he/she has had similar experiences or is of the same background.

FACT

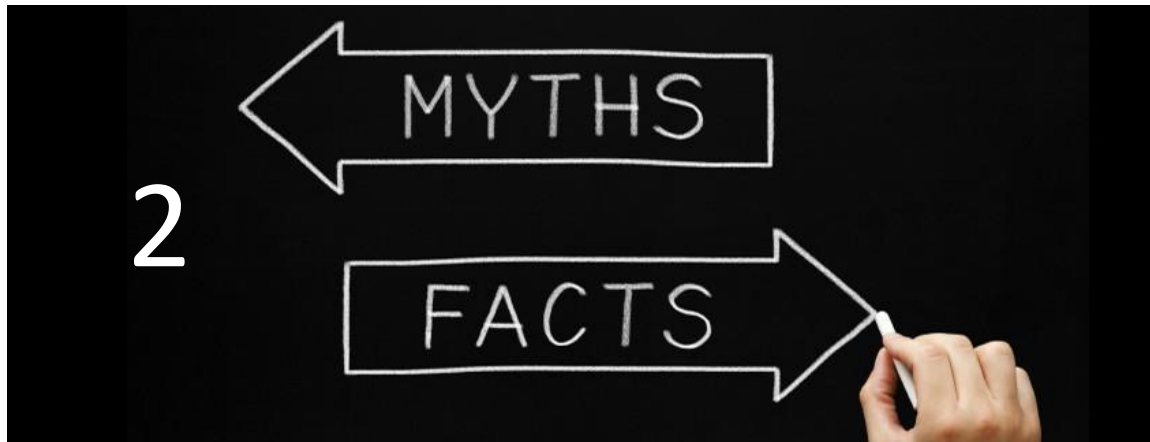
- EAP Counselors have certifications and degrees related to behavioral health and organizational effectiveness. They have the skill set, expertise and experience needed to provide consultation, guidance, support and resources for a variety of concerns, from critical needs to everyday stress.

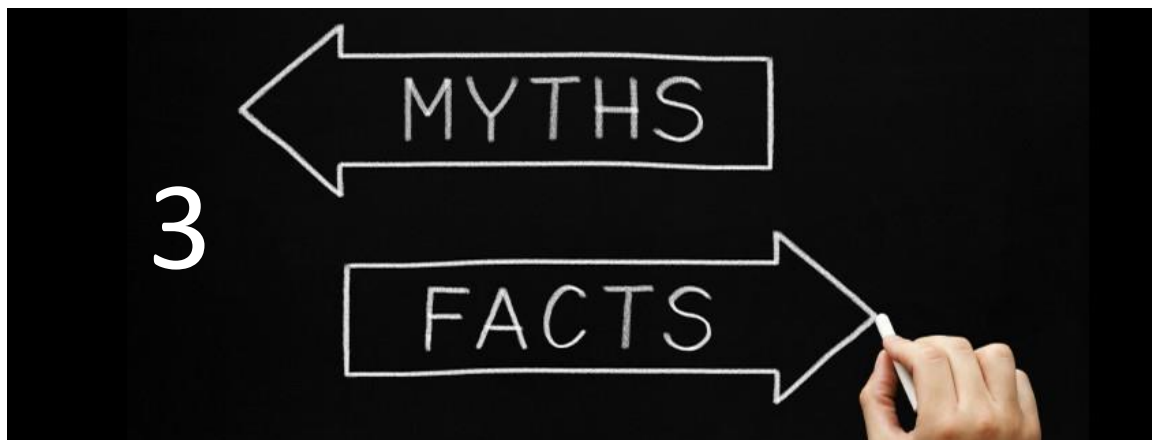
MYTH

- Using the EAP or talking to a counselor is a sign of weakness.

FACT

- There is nothing weak about a person who seeks help. Everyone has stress in their lives. The EAP is an objective third party to help you build your resilience during difficult times.





MYTH

- If I use my company's EAP, my boss will find out.

FACT

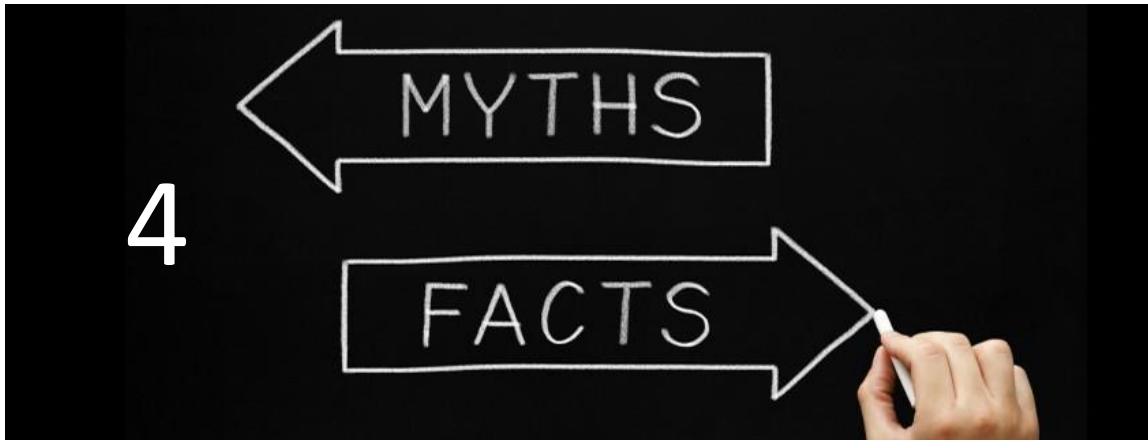
- Employees often hesitate to call an EAP for fear that management will discover they have used the service and label or penalize them. Information can only be disclosed with your consent or in the event of a safety concern. No personal information is shared with your employer.

MYTH

- I do not have time for counseling.

FACT

- Though EAP sessions are available face to face, this is not always feasible. Telephonic sessions are available too. In the case of urgent needs, counselors are available 24/7.



EAPs are a Confidential Service...

ALL EAP services are **confidential**. If information needs to be released, **your written permission** is required.

Exceptions are the possibility of harm to self and/or others, abuse of any kind or subpoena by court of law.

EAP Services are designed to:

- EAP services are designed to improve and/or maintain the productivity and healthy functioning of the workplace.
- They are also designed to address a work organizations particular business needs through the application of specialized knowledge and expertise about human behavior and mental health.

There are
two ways
you could
come in
contact with
your EAP...

Mandatory Referral

OR

Self Referral

SOME EXAMPLES:

Mandatory Referral

- Positive drug test
- Get into an accident
- Display behaviors of intoxication
- Absenteeism
- Productivity issues

Self Referral

- You recognize a personal issue
- You make the decision to go into treatment voluntarily.
- Your family/friends help you recognize a problem

BENEFITS OF AN EAP

- Attract & retain employees
- Increase productivity
- Reduce absenteeism
- Boost morale
- Prevent employee theft
- Promote workforce cooperation
- Enhance organizational health
- Prevent disability claims
- Decrease medical costs
- Balance work & personal life

AN Example of an EAP: ALLIED TRADES EAP



ATAP is a non-profit, IRS approved corporation, created by trade unions to contain costs and promote improved service delivery for substance use, mental health concerns, and related issues to union members, retirees and dependents.

- ATAP's Mission:
 - ATAP was created to address the needs of union members and their families, to address substance use and mental health issues.
 - ATAP was also created to protect the solvency of the health & welfare funds.

CHECK OUT ATAP ONLINE:

www.alliedtrades-online.com



www.twitter.com/alliedtradesseap

www.facebook.com/atradesassistanceprogram

www.linkedin.com/company/allied-trades-assistance-program

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