

WORKER-BASED ASSISTANCE:

The central purpose of unions has always been to respond to workers' needs and concerns. Unions have a history of establishing and promoting community initiatives that improve the lives of workers and their families.

EAP

EMPLOYEE ASSISTANCE PROGRAM

EAP is a non-profit service offering a broad-brush approach designed to assist workers and their families through prevention, intervention, assessment, directed care and follow-up services. An ideal EAP should provide a labor-initiated, union/employer cooperative workplace program through participatory policy and procedural training.

MAP

MEMBER ASSISTANCE PROGRAM

The MAP's objective is similar to the EAP's; however, not all employers are interested in EAPs and, therefore, in these instances, the union promotes assistance with or without employer participation.

R. Thomas Buffenbarger
International President

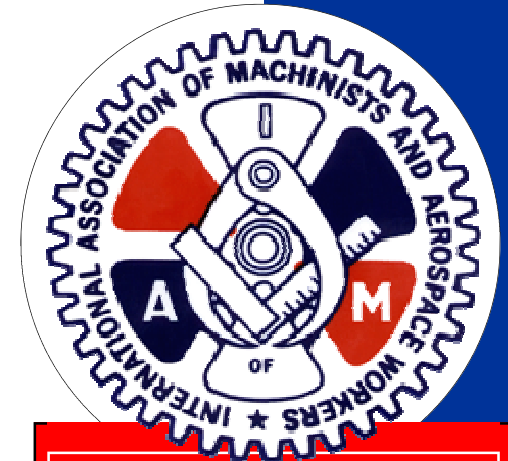
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index.php/headquarters/departments/
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**Employer &
Member Assistance
Program**

**Empowering
Members
and
Employers**

Broad Brush Assistance

Assistance is inclusive, attempting to cover all situations, conditions or instances which include:

- Alcohol/Drug Abuse
- Stress
- Violence (Workplace & Domestic)
- Depression
- Discrimination
- Legal Problems
- Gambling
- AIDS
- Financial
- Martial/Family Problems
- Elder Care
- Suicide

Key Benefits

- Supports the Employee
- Supports the Employer
- Provides Preventive Care
- Provides Immediate/Crisis Care

EAP I Primary Course Topics

- EAP History
- Core Technology
- Disease Concept
- Link to Community
- Site Visit
(Area Treatment Programs)
- Broad Brush Issues
- Enable vs. Help
- Listening
- Job Description
- 12-Step Programs

EAP II Primary Course Topics

- Core Technology
- Disease Concept
- Ethics
- Confidentiality
- Legal Issues
- Strategic Planning
- Health Insurance
- Taking Care of Caregiver
- Follow-up
- Drug Testing
- Suicide Prevention

EAP III Primary Course Topics

- Stress Workshops
- Depression
- Addiction
- Taking Care of Caregiver
- Presenteeism/Absenteeism
- Nutrition
- Mental Health
- Meditation
- EAP and Leaders
- EAP and Workers

EAP IV (Special Topics)

Scheduled for Development in 2012

Course work will include advanced suicide prevention training, advanced skill development of field professionals and preparation for CEAP certification

IAM-EAP/MAP VISION

- Development of Retirees' Assistance Program
- Development of Jobless Workers' Program
- Further development of Community Outreach Program
- National Labor College/IAM Partnership Program
- EAP College Accreditation
- Other Professional Certifications