

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.

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UNION**

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**Confidential Toll Free # for Assistance:
1-800-587-6295**



**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 Issues, Martial/Family Problems, Elder Care, and Suicide

Key Benefits

- Supports the Employee & 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 Advanced Topics

- Core Technology – Job Performance Domains
- Advanced Ethics
- Motivational Interviewing & Stages of Change
- How EAPs Interact with Organization Departments and Union
- Evidence-based Screening Tools
- EAP Response to Critical Incidents
- Psychological Theories
- Understanding CEAP Certification
- Assessments/Evaluation of EAP Clients

Course work will include test preparation for Certified Employee Assistance Professionals (CEAP) certification

IAM-EAP/MAP VISION

- 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