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.

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.

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.

R. Thomas Buffenbarger
International President
Robert Roach, Jr.
General Secretary-Treasurer

Charlie Micallef, PhD
Director of the Retirees, Community and Membership Services

Greg Murray
W3 Center
EAP Program Coordinator & Instructor

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS UNION

9000 Machinists Place, Room 305
Upper Marlboro, MD 20772
Phone: 301-967-3433
Fax: 301-967-3427
Website: http://www.goiam.org/index.php/headquarters/departments/retirees-community-and-membership-services
Confidential Toll Free # for Assistance: 1-800-587-6295

Brochure Revised on 4/1/2013
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
- Ethics
- Confidentiality
- Legal Issues
- Strategic Planning
- Health Insurance
- Taking Care of Caregiver
- Follow-up
- Drug Testing
- Suicide Prevention

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.