

Tools for Life – Weekly Health & Safety Meeting



Home Healthy - Home Safe

February 2021

Employee Assistance Programs

An Employee Assistance Program (EAP) is a **confidential workplace service that employers pay for and is free to employees**. An EAP is commonly the most overlooked, yet valuable, benefits offered by organizations large and small. Counseling services provided by an EAP help employees manage life-stressors of all kinds.

An EAP provides outside counselors, resources, and referrals to assist employees and their family members. Any employee assistance benefits received by employees or family members remain confidential. So while the employer pays for the service, they have no insight into an employee's specific use of the service.

EAP counselors, resources and referrals can help us work through relationship difficulties, family problems, substance abuse problems, financial problems, work problems, grief or trauma in healthy ways. When we ignore our problems stress can settle in the body and cause physical pain. Often times, a worker with chronic physical pain is actually suffering emotional pain that has not been processed.

All employees have varying levels of personal or professional problems. When issues are not addressed they can escalate, causing problems at work and at home. Personal or professional issues can cause attitude problems, absenteeism, distraction at work, conflicts with co-workers, reduced productivity and an increased risk of injury.

Apollo and many of the Unions we deal with offer EAP benefits. To see if your Union provides this benefit, review the list of EAP's on the attachment.

HEALTH AND SAFETY REMINDER: Our bodies are more resilient to stress when we are physically, nutritionally and spiritually fit. Take 10-20 minutes every day to sit quietly and reflect. Learn and practice relaxation techniques like yoga or deep breathing. Exercise regularly by bicycling, walking, hiking, jogging, or working out at the gym. Avoid nicotine, caffeine, alcohol and recreational drugs. Supplement your nutritional intake with Vitamin B Complex, magnesium and zinc.

If your union does not have an EAP, seek out a professional counselor or clergy person. Talk to a trusted friend who is a good problem solver. Depending on the issue you might find a support group similar to AA that focuses on your problem areas. Support your body and mind with a healthy diet including B vitamins and magnesium which are crucial to a resilient nervous system.

There are no problems that are insurmountable. You can always count on your supervisor or Human Resources to help you find the right person or organization to help you.

Discussion Points / Question:

1. What is an EAP?
2. Who can use an EAP?
3. When would you use an EAP?
4. If your employer does not have an EAP what can you do to reduce your stress?



Employee Assistance Program and Health Insurance Benefit Information

What is an EAP? An Employee Assistance Program (EAP) is a voluntary, work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems. EAPs address a broad and complex body of issues affecting mental and emotional well-being, such as alcohol and other substance abuse, stress, grief, family problems, and psychological disorders.

Union	Employee Assistance Program	Benefit Information	Contact Information
Local 9	NA	Mines and Associates	Website: http://www.minesandassociates.com/assistance.html
Local 16	Cascade Employee Assistance Program		Ph: 800-433-2320 Text: 503-980-1777 Website: www.cascadecenters.com
Local 32	First Choice		Ph: 1-800-777-4114 Website: https://www.fchn.com/Members/EAP
Local 55	Fully Effective Employees		Ph: 425-454-3003 or 800-648-5834 Website: www.fee-eap.com
Local 55 (Material Handler 2 ONLY)			Ph: 844-344-2721
Local 66	Fully Effective Employees		Ph: 425-454-3003 or 800-648-5834
Local 208	NA	Cigna Members Assistance	Ph: 888-325-3978 Email: cignabehavioral.com Employer ID: pipeindustrycolorado
Local 290	NA	Zenith American Solutions	James Glansville Ph: 503-486-2096
Local 350	NA	UA Local 350 Health and Welfare and Vacation Trust Fund	Ph: 775-826-7200 ext. 224
Local 598	NA	Local 290 Benefits Coordinator	Sherry Arnold Ph: 509-545-1446 Email: sherry@ua598.org
Not Listed		Apollo Human Resources Department	Ph: 509-987-1915 Email: HR@apollomech.com