



Employee Assistance Program National Joint Committee

NJC Members

Patrick M. Devine USPS

Manager, Contract Administration (NPMHU) & Employee Workplace Programs

Daleo Freeman APWU

Human Relations Director

Manuel L. Peralta, Jr., NALC

Director, Safety & Health

Neil Ryan NPMHU

Assistant to the National Officers

Ad Hoc Member

Dr. Deborah J Atkins USPS

EAP Administrator



Meeting Minutes

NJC Meeting Hosted by NALC
Tuesday March 16, 2021

NJC Members Present:
Patrick Devine USPS
Debby Szeredy APWU
Manny Peralta NALC
Mary Milner Assistant EAP
Eric Leslie NDBH
Absent Debbie Atkins

Scheduled Meeting Zoom 11:00am-03:00pm

Minutes:

February 2021 NJC Meeting were finalized and approved. They will be posted promptly.

Month End Report:

Eric reported on activity as reflected in the February 2021 Month End Report highlighting the ASA of 6 seconds, 6,658 calls managed (10.3 calls per thousand eligible employees), 2,064 clinical calls managed, 23,919 EAP4YOU.com page views, and 563 myStrength connections and 170 webchats.

Caregiving, Health Assessments and Addiction were identified as the top Library Topics.

There were 36 Critical Incident Reports (CIR) identified, 3 of which received multiple responses, 5 of the CIR's were follow ups to suicides.

The NJC was advised that the Mail Handlers have expressed interest in joining the NJC and the DAC. Per communication on this subject from September 2019, the USPS will formally propose this to the presidents of the NALC and APWU. In the meantime, the Mail Handlers will be joining our meetings as guests beginning in April 2021.

WEB App:

The EAP Web app is operational.

The NJC discussed updating the Advisory Committee Guidelines (ACG) to bring in the National Postal Mail Handlers Union (NPMHU). We further discussed changes made by the Employee Assistance Professional Association (EAPA) whose Standards and Guidelines are incorporated in our ACG.

The following was provided by Eric as the current EAPA Language:

EAP Core Technology

"Employee assistance program core technology" or "EAP core technology" represents the essential components of the employee assistance (EA) profession. These components combine to create a unique approach to addressing work-organization productivity issues and "employee client" (and covered family member's) personal concerns which may be affecting job performance. EAP core technology is:

1. Consultation with, training of, and assistance to work organization leadership (managers, supervisors, and union stewards) seeking to manage troubled employees, enhance the work environment, and improve employee job performance;
2. Active promotion of the availability of EA services to employees, their family members and the work organization;
3. Confidential and timely problem identification / assessment services for employee clients with personal concerns that may affect job performance;
4. Use of constructive confrontation, motivation, and short-term intervention with employee clients to address concerns that affect job performance;
5. Referral of employee clients for diagnosis, treatment, and assistance, as well as case monitoring and follow-up services;
6. Assisting work organizations in establishing and maintaining effective relations with

treatment and other service providers, and in managing provider contracts;

7. Consultation to work organizations to encourage availability of and employee access to health benefits covering medical and behavioral problems including, but not limited to, alcoholism, drug abuse, and mental and emotional disorders; and;

8. Evaluation of the effects of EA services on work organizations and individual job performance. (EAP A Standards p. 6)

Following our discussion on the above, it was agreed that we need to compare the current Advisory Committee Guidelines with the current EAPA language to determine what changes, if any, need to be made.

JCEAPs:

The NJC discussed that the Los Angeles JCEAP is still seeking to fill the third Counselor Position. The current counselors have been trained on use of "Expert" which is the program used by New Directions for data entry.

DAC:

Debby raised the Hawkeye DAC as a well working committee that is promoting EAP through innovative means such as (but not limited to) games, questions and puzzles.

Other Business:

Since our last meeting, we have received and approved the materials that will be used in promotion of our Suicide Prevention Program. The launch date is set for March 25, 2021, so that all Counselors and Advisory Committees have the materials in hand for their use in April which is EAP Awareness month.