



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

Ad Hoc Member

Dr. Deborah J Atkins

EAP Administrator



Meeting Minutes

NJC Meeting Minutes

November 19, 2021

Present: Debby Szeredy, Patrick Devine, Manuel Peralta, Neil Ryan, Vanessa Carr & Eric Leslie

This meeting was hosted by the APWU

The meeting began with approval of the October 2021 minutes as amended, which will be posted.

The following agenda items were addressed.

1) The month end report for October 2021 was reviewed and addressed. The ASA speed was 11 seconds, and the abandonment rate was 3%.

EAP Services (utilization) breaks down as follows: Calls managed - a record high of 8426. Clinical Calls managed - 391 [we need to discuss how this has been and is now being reported]; My Strength - 556 sessions; Online Therapy - 19; and web hits - 48693. Web chats are high and CIRs 51 which was also high.

Follow-up on staffing more CSAs, we normally have 12. We are down 4 people. We are down 25% CSAs. Opening up hiring around the country.

Discussed that Caregiving issues continue to be the highest utilized topic in Library and need to look at the need to make sure we are providing needed services. 4 Suicides this month which is concerning. Last year a total of 37 suicides, we are at 29 this year.

2) We have been struggling with getting DACs to meet and function for many years. Now we seek input and suggestions from all corners to get DACs back on track. Discussion on conflict of interest with changing any re-structuring of Districts and the effects on present DACs. Review New Training for DAC Members as we update the lists.

3) Although we have previously been advised that the re-structuring of the USPS would settle in by early October, we were advised not yet there. APWU not on board with re-structuring DACs. A list will be provided the Unions of the Consultants we have and where vacancies are located, some Districts may have 2 Consultants rather than one. Staffing should be completed in two weeks.

4) There will be an announcement and an MOU provided soon that officially has the Mail Handlers joining the NJC. That will then provide an opportunity to update the Guidelines.

5) The January EAP theme will be "We Are Here with You".

6) JCEAP in Philadelphia is hiring internally, 2 positions approved and posted

7) Next meeting will be 1-25-2022 at 11am.

Other Business:

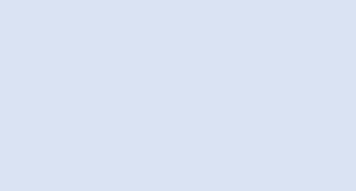
Discussed follow-up on APWU hot spots where EAP would be important to step in with standup talks on hostile work environment, no set rules but Patrick agreed that we can bring it to his attention and locals should request assistance for EAP services.

Green Bay already did request services from the plant manager that was agreed to but after three months nothing happened.

Appleton, WI not provided services on all shifts concerning death of co-worker, Patrick said it should be requested by the Union locally there are no rules to cover all shifts. APWU did not agree and this issue needs some attention.

Flint, Michigan – Greater Michigan District has a new Consultant the consultant is really great and there will be special Local meetings held in the District with the HR Manager.

Memphis, TN still another hot spot that needs EAP attention.



Discussed Providence, RI privacy issues about death, family members requested privacy.
Meeting ended at 12:32pm.