



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

November 22, 2022

Present: Daleo Freeman, Patrick Devine, Manuel Peralta, Neil Ryan, Susan Wozniak, Debby Szeredy, and Eric Leslie

This meeting was hosted by the APWU

1) The NJC held off on approving June and October Minutes to allow APWU to review, however the approved July Minutes were posted on the website.

2) The month end report for October 2022 was reviewed.

The Average Speed to Answer (ASA) continues at 10 seconds or less; web hits reached (60,534). Calls managed remained strong (6,642) and the abandonment of 2% for the month of October. CIRs were 34. Library topics: Caregiving continues as always to be the highest at 591, Assessments 330, addiction 294, Listed Suicides (3) for October, updated 10-3-22 CIR to a suicide making it (4) for October. Eric explained that CIR numbers are never the same as the USPS and Inspection Service numbers as EAP does not update, they only report what was given to them at the first call. 10 Union/Management activities where an EAP representative provided a table.

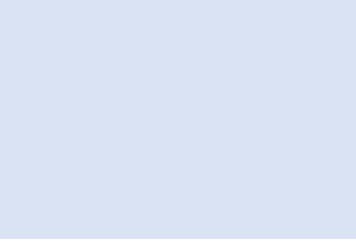
3) The NJC discussed the critical incident response at the Chattanooga, TN shooting on 10-30-2022 resulting in an employee suicide and death of a 204B. Eric reported sending the National Response Team which involved three Consultants, one was present on 10-31-2022, they were there for three days, service talks, walk arounds and one on ones. Second shooting in TN in same year, Debby requested plans on providing after care in Chattanooga on cultural, racial, civility educational programs, Daleo suggested similar to what they did in Cleveland round table teams, focus groups dealing with intervention post outreach, Eric and Patrick will get back with us on what resources are available. We want to have prevention programs as well Checklist, protocol Eric will send CIR checklist, and follow-up, want to see automatic standup talks for workplace shootings and EAP deployed for the needs of the employees.

4) DAC Membership Update files Eric said they have received NALC and some updates from NPMHU, need info from APWU Daleo will provide updates as they are coming along, Eric said to send them to him. Need to get training ready for DAC Advisory Committees hopefully for new year.

5) We discussed that the monthly focus for January the focus topic is Community Connectiveness, November and December is Wishing You Wellness this Holiday Season. Susan mentioned that the marketing director has some ideas to help website flow better, will send committee examples of home page and then list other areas where we can add to the website. No changes will be made without review and meeting with the committee.

6) LA/Philadelphia JCEAP Susan working on possible updating Job Requirements and Job Description for JCEAP counselor positions, discussion took place that the Unions provide input and Article 19 provisions, vacant positions still have not been filled in Philadelphia and LA. Job descriptions drafts will be submitted and reviewed by the committee with input first to be adopted. EAS 16 and EAS 18. Manny clarified how it was done in 2015. Manny brought up having large posters made on EAP benefits for those attending orientation sites, and in front of buildings more visible at all training sessions. Manny brought up workplace improvement programs and resources available for workers provide at next session. NJC Advised that this will be presented by Rosemarie Nakamura who is domiciled in San Diego. Discussed Tallahassee, Boise, Idaho/MT who is "management designee", will provide by next meeting.

7) Reminder of Union Request for the USPS Contract with New Directions. Patrick requested something formal in writing from the unions. Discussed need during CIRs Eric wanted list of all local presidents/VP Manny reminded the NJC that the NALC National Business Agents are the persons for New Directions to contact if need information on local leadership when following up on CIR responses and that this information is posted on the NALC Website. Both Neil and Daleo agreed they wanted to be called and would provide the name and contact (email, phone) at time of CIR contact.



8) The Next NJC meeting is scheduled for January 17, 2023. No meeting in December.