



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

Susan Wozniak

EAP Administrator

Meeting Minutes

Meeting hosted by the NALC

Present: Patrick Devine, Daleo Freeman, Debby Szeredy, Neil Ryan, Manny Peralta Phyllis Cicchetti, Susan Wozniak, Eric Leslie
Guest: Rosemary Nakamura

Meeting hosted and minutes taken by the NALC.

Rosemary Nakamura made a presentation on the subject of Workplace Environment Improvement (WEI). This presentation had been requested by the NJC Unions to explore resources available, outside of EAP, to address concerns in the workplace. EAP must be kept separate from Labor – Management issues and must remain neutral.

WEI's goals include: Workplace Violence Prevention, Keeping Employees Safe from Violence, creating a healthy work environment. Rosemary explained what is involved in conducting a climate survey, explaining, that when it is known that a supervisor is creating an unpleasant work environment, a survey is not necessary, rather, the behavior of the supervisor needs to be dealt with.

Climate assessment should always be used for the positive showing what can be done to make the work environment improve.

Rosemary shared information from a recent psychology article on the subject of reflective listening, indicating that the goal is not to solve the problem but to listen carefully to understand.

Rosemary addressed elements of the Workplace Thermometer, which looks at grievances, hostile workplace environment complaints, sexual harassment and discrimination complaints, and complaints from employees or customers (incomplete list). Attention was placed on Publication 108 and Publication 552. The Threat Assessment Team (TAT) responsibility was explained as determining whether or not a true threat exists and then finding how to reduce the threat.

The Do and Do not's of Workplace Violence Prevention were discussed. Emphasis placed responding to lower level events before they become severe and not to delay reporting or acting on reports.

The workplace issues from the above category need to be surfaced through the Field Labor Relations and escalated if not handled appropriately. These are not issues to solve through EAP, but rather through union/management forums.

If necessary, the unions will bring serious concerns to the attention of Patrick Devine to address outside of the EAP process. The Unions expressed appreciation for Rosemary's presentation.

Next item addressed was the month end report for June, which provided as follows: ASA - 9 Seconds; Calls managed 6,510; Web Page views 35,659; myStrength 284. There were a total of 4 suicides in June (corrected number).

The NJC discussed the recent DAC training conducted nationwide. Following discussion it was agreed that there will be a review of attendance and a review of the distribution of the training invitations, which had been assigned to HR managers at the district level.

The USPS updated the NJC on the location for a counselor domiciled in the Tallahassee FL area.

The NJC scheduled its next meeting for August 15, 2023.

