



## 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

USPS NJC Meeting  
November 21, 2023  
11 AM – 1 PM ET

#### Meeting Hosted by the NALC

In attendance: Patrick Devine, USPS; Daleo Freeman, APWU; Manny Peralta, NALC; Neil Ryan, NPMHU; Debby Szeredy, APWU; Elizabeth Bradley, NDBH; Susan Wozniak, USPS

- Meeting notes from August 2023 were further edited since previous discussions and are now approved. Meeting minutes for September and October 2023, were reviewed and approved.

- Elizabeth reviewed the October EAP report for the committee. The ASA of 8 seconds and the abandonment rate of 1% were within the expectations of the Statement of Work. The Web activity has been decreasing.

- The DAC training video, which was captured from this year's DAC training, has been reviewed and approved. The NJC was advised that the posting of the orientation video is currently scheduled for availability through the Advisory Committee tab of EAP4YOU.com in the section labeled District & JCEAP Advisory Committee on December 14, 2023.

- There was extensive discussion on the subject of HR Managers scheduling DAC meetings, sending timely notifications of those meetings as per the DAC Guidelines and including the national representatives on the notification of those meetings. The Union's (NALC-APWU-NPMHU) are interested in receiving said notification to support our joint efforts to get all DAC meetings on track. Presently all NJC entities are greatly disappointed with the lack of DAC meetings.

- The NJC union representatives are seeking an update on consultant vacancies due to concerns surfaced from their members over delays in serving their membership.

As this topic was discussed, the controlling contractual provisions from the 3 national working agreements were referenced.

- During this year's DAC training, many questions surfaced which were not answered by the trainers, but rather, those questions were forwarded to the NJC for review and response.

- Following today's meeting, the answers to the questions posed during the training will be drawn directly from the DAC Guidelines by Debby, then the NJC will review for approval, then distributed.

- The NJC discussed the problem with the NY-3 DAC domiciled in Albany in that no managers are showing up for the meetings as scheduled, although the unions and the consultant have been showing up.

- We discussed the protocol change relating to critical incidents. All CIR's needing a deployment will be brought to the attention of Patrick and Susan who will in turn communicate with Elizabeth.

- Schedule Meeting – next meeting will be January 24, 2024