



EMPLOYEE ASSISTANCE PROGRAM
National Joint Committee

Committee Members

Susan M. Carney, APWU
Human Relations Director

Manuel L. Peralta, Jr., NALC
Director, Safety & Health

Patrick M. Devine, USPS
Manager, Contract
Administration (NPMHU) &
Employee Workplace
Programs

Ad Hoc Member

Dr. Deborah J. Atkins, USPS
EAP Administrator

The National Joint Committee (NJC) met on October 19, 2017 at APWU Headquarters. Attendees: Manny Peralta (NALC), Sue Carney (APWU), Patrick Devine (USPS), Deb Ore (USPS) and Bob McCullough (Magellan Health, Inc.) Absent: Deborah Atkins (USPS EAP Administrator). Called to order: 12:47 p.m.

Minutes: No minutes were presented for committee review; several sets of minutes including those that have been reviewed and approved are still not posted.

CISM: Bob McCullough gave a comprehensive report on the CISM response to the recent disasters (Hurricanes Harvey, Irma, and Maria), the California wildfires and the Las Vegas shooting.

Harvey: Phase II deployments: follow-up office visits to Corpus Christi (Nov. 1-3; 1 consultant plus 1 EAP deployment team member); and Houston (Nov. 5-10; 1 consultant plus 5 EAP deployment team members). 140 office visits.

Maria: Phase I: Puerto Rico and Caribbean District (six islands, including St. Thomas, St. John, St. Croix). Not much activity; hampered by blocked roadways, recurring mudslides following nightly rainfall, and weather. Three member deployment teams arrived weekly as follows; First team, October 5; Second team, October 19; Third team, 10/23; Fourth team, 10/29. Stressed importance of rotating team members and consultant. Damage and trauma overwhelming.

Irma: Office visits to Florida Keys (Oct. 1-5) and Naples area (Oct 1-6 / South of Tampa); hardest hit.

California Wildfires: Were able to visit: Bay Valley (1 consultant); Napa twice; Santa Rosa 2 days; Sonoma; San Francisco; and Sacramento. Note: CISM did not occur in response to MT wildfires – there were no reports of postal employees or family members suffering loss.

Las Vegas Shooting: 1 Consultant initially conducted office visits the morning following the shooting; At the request of Sue Carney, the consultant and a 3 member team was deployed to Bally's Hotel to conduct CISM response and services to approximately 2,000 APWU members for the duration of the conference.

The NJC agreed that a request should be posed to the PERF Executive Committee to revise its grant application to include an option for postal employees to be contacted by EAP for services and to share the applicant's contact information and status. Sue Carney will make the proposal at their next meeting.

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(1-800-EAP-4-YOU) TTY: 1-877-492-7341
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Monthly Status Report (September 2017): The ASA and abandonment rates were high; the Call Center is short staffed. Employee schedule changes to cover vacancies and OT for after-hours team have been put in place until the positions can be filled. The action dropped the ASA from 16 to 12, and the Abandonment from 2.9 to 1.8. Magellan will continue efforts to fall within target range. Calls managed 7,528 nearly equal to SPLY. A 4.53 percent decrease to employee population; 495,793; SPLY 519,344. Web visits 2,687 slightly up from SPLY 2,650; page views averaged about 7. Web-based care 101 cases; SPLY 77. 11 Program Awareness events hosted by NALC (6), APWU (3), NPMHU (1), NAPS (1). 2 employee suicides reported.

RFP: No update was given on RFP due to the absence of the EAP Administrator.

LA New Hires: No update on the status of new hires in LA due to the absence of the EAP Administrator. Bob reported that all new LA counselors have been trained on the iSeries computer system.

Philly Counselors: No update on Philadelphia Metro's status on the hiring process due to the absence of the EAP Administrator. Raised over JCEAP members informing a member of the NJC that the EAP Admin informed them that she would ensure they would be able to hire two counselors (something the NJC already agreed to) and that she would ensure their two selected counselors are hired. The NJC wants the EAP Administrator to do regular follow-ups to ensure the DHRM is taking prompt and appropriate action to get the selected candidates employed under the normal hiring process for JCEAP counselors.

Medical Officer: NJC is still awaiting the opinion of the medical officer regarding cessation from mood stabilizers, opioids, and anti-depressants and the impact they can have on individuals especially when not done under the supervision of a medical professional. Request was initially made in February.

Suicide Initiative: The NJC agreed to move forward with the story of Patrick Byrne, Silent No More Campaign, and it has not yet been prepared for release. Will await a response from EAP Administrator at next meeting.

EAP Awareness Month: NJC agreed the issues that will be highlighted will be: raising awareness about critical incident stress management services to employees and consultations to management and union officials; opioid and anti-depressant use and cessation; and outreach to men (not exclusive) about benefits of EAP and suicide prevention, especially in themes that are appealing to men. Letter should be drafted and mailed out to DAC's no later than November to allow ample time to plan their promotional campaigns.

Veterans Day: The NJC agreed that Magellan should draft a message for veterans and their families that includes a message of appreciation, helpful links and resources including but not limited to 'Make the Connection', the VA and more.

Meeting adjourned at 3:30.