



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) held a meeting on March 22, 2018 at the USPS Headquarters. In-person attendees included Patrick Devine (USPS), Manny Peralta (NALC), Sue Carney (APWU), Deborah Atkins (USPS EAP Administrator), and Robin Doleno, National Consultant, Magellan). Thomas Lamkin (Executive Director, Magellan EAP) joined via phone.

Minutes:

Discussed February Minutes and that they are posted. NALC to provide minutes as previously shared with NJC for the 7/27/16, as well as, the 9/12/17 meeting of the NJC as those minutes were not posted.

DAC Activity:

Discussion of the DAC team composition. Agreed we need to work on keeping up with changes. It was agreed that this becomes an on-going agenda item.

Month End Report (February 2018):

ASA continues at 12 seconds. Discussed on-going problem that needs to be solved. Magellan shared that they are doing an operational update, as well as, review of scheduling to address the issue. NJC expressed that this is a long-term problem that needs to be solved.

NJC asked about the CCBT to determine if the reporting is of new users or of repeat users. Unable to differentiate. Magellan reported that there were 57 critical incident responses due to the Parkland school shooting and that there were a number of responses relating to the California mud slides.

JCEAP Activity:

Los Angeles – Counselor #3 begins in April. We discussed meetings of their committee and the posting of their minutes.

Philadelphia – NJC discussed that the hiring of the counselor is taking much too long, asking as to the reasons for the security clearance delay. We discussed reviewing their agenda and their minutes for the last 6 months to evaluate what the JCEAP is doing to address the delay. NALC and APWU requested an in person meeting with the JCEAP. The NJC needs to support their process.

Video Review:

The NJC reviewed the Central IL DAC promotional video. The NJC's letter or their DAC was not available for review and approval of the NJC. Atkins will share that letter ASAP for our review and approval.

Dakotas DAC:

After lengthy discussion it was agreed that the unilateral decision made cannot be supported by the NJC. Dakota's management will be so advised to correct.

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Alaska DAC:

APWU to follow up and advice as to the status of the issue in dispute.

DAC Meeting Activity:

NJC agreed to dedicate 30 minutes to DAC activity during our next NJC meeting.

Counselor Vacancies:

The NJC discussed counselor vacancies and notification when the vacancies exist. We need to research prior minutes for any agreements. [The NJC subsequently reviewed minutes which reflect the following agreement.]

Review of the June 30th 2017 Minutes indicate that the NJC agreed that

“...all three entities (USPS-APWU-NALC) will be notified of vacancies when they occur and will receive notice of newly appointed counselors when they are filled...”

Other Issues:

The NJC discussed the 3/15/2018 letter issued by the Pacific Area Vice President which includes notification relating to suicides and what happens when a suicide threat takes place.

Unions expressed that the decision made will have a chilling effect on the employee willingness to reach out for help. The reference to “Must” notify the Inspection Service will deter employees from reaching out for help. The USPS responded with the information that Publication 108 requires areas to disseminate the zero tolerance policy and reporting procedures by Quarter 2 of each fiscal year. An example is provided in Publication 108 for areas to work from.