

ARTICLE 21
EMPLOYEE ASSISTANCE PROGRAM

Section 1: An Employee Assistance program (EAP) is an Employer paid benefit for the employee and their family. An EAP is designed to provide a highly confidential experienced source of help for any employee whose personal problems have grown to the point that they may affect his or her ability to function on the job, at home or in society. The primary function of the program is to afford the employee needing help with personal problems the professional resources in the community to help them resolve the problems.

Section 2: An EAP includes but is not limited to: Marital, Family, Debt Management, Legal Difficulties, Emotional, Stress, Anxiety, Critical Stress Debriefing, Substance abuse, Depression, Alcohol related or Psychological problems.

Section 3: When personal problems appear to affect job performance, the Employer may recommend seeking help through the EAP. The option to participate remains with the employee.

Section 4: Voluntary admission into the EAP ensures an employee of confidentiality, job security, and shall bear no reflection on the employee's ability for advancement or promotional opportunities.

Section 5: Involuntary admission into the EAP occurs when an employee is referred by the Employer because of job performance concerns, or where the employee has received a prior voluntary recommendation for EAP, which has been rejected and job performance is affected.

Section 6: Mandatory admission into EAP shall include Article 22, in which participation in an EAP is a condition of continued employment.

Section 7: Any employee under this Agreement shall authorize a release of confidentiality for any admission into an EAP as the result of a formal disciplinary action. This allows the Employer to monitor the progress of rehabilitation for which the formal discipline was issued.