



***NATIONAL UNION OF PUBLIC
AND GENERAL EMPLOYEES***

B. C. Government and Service Employees' Union
Health Sciences Association of British Columbia
Health Sciences Association of Alberta
Saskatchewan Government and General Employees' Union
Manitoba Government and General Employees' Union
Ontario Public Service Employees Union
Canadian Union of Brewery and General Workers
New Brunswick Union of Public and Private Employees
Nova Scotia Government and General Employees Union
PEI Union of Public Sector Employees
Newfoundland & Labrador Association
of Public and Private Employees

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Collective Bargaining Series

#2 Employee Assistance Programs



BARGAINING FOR EMPLOYEE ASSISTANCE PROGRAMS

Since you asked.

This is why an employee
assistance program is
important.

MENTAL EXHAUSTION. Stress. Personal or family problems. All of these things can have a negative impact on how a person performs her or his job. They can also affect job satisfaction and the well-being of a worker. From time-to-time workers may require professional assistance to help them sort out work and family conflicts. This assistance may come in the form of an Employee Assistance Program (EAP).

An EAP usually offers a variety of services: assessment, counselling, referral, and prevention. These services can be accessed on a voluntary and confidential basis to help identify serious problems in their early stages and provide assistance. An EAP can help someone deal with personal problems that may affect their performance at work. However, an EAP can also be useful in dealing with conflicts at work that may affect a person's family and personal life. Some areas that may be addressed by an EAP include: job stress; depression; substance abuse; traumatic incidents; family and marital relationships; career development; grief and bereavement; self-esteem issues; and legal and financial difficulties.

The Employee Assistance Program listed in this leaflet extends services to an employee's dependents. The provisions listed below tend to deal with procedural issues rather than the specific content of the EAP which will be determined outside the scope of collective bargaining.

PUT IT ON THE TABLE

Easing your troubles. Effective contract language makes the difference.

Collective Agreement between Government of British Columbia and the British Columbia Government and Service Employees' Union (BCGEU / NUPGE) 1998-2001:

Employee and Family Assistance Program:

(a) A province-wide Employee and Family Assistance Program for employees and members of their immediate family, with whom the employee normally resides, shall be provided.

(b) This Employer-funded, confidential, assessment/referral service will be monitored by a Joint Committee. The Committee shall consist of six members, three members appointed by the Employer and three members by the Union. Employees representing the Union on this Joint Committee shall be on leave of absence without loss of basic pay for time on this Committee.

(c) The Employer will consult with the Union regarding the selection of a service provider. The Employer will not select a service provider to which the Union has reasonable objections.

(d) The Joint Committee shall develop an awareness package that can be incorporated into existing supervisor and Union training programs.

THE NATIONAL WAY

Helping you set the table. Helping you get a better deal at work.

• Describing why it's necessary.

Your National Union researches, analyzes and challenges the reasons for bargaining this issue. We look at possible alternative approaches which might be preferable or more beneficial to our members. The National Union and its Working Groups are in touch with our members' needs, explore various options for addressing these needs, and track national and provincial developments in this area.

• Communicating your rights province-by-province.

Connecting with its members about their rights at work is a big part of what your National Union does. Publications. Leaflets. Posters. Buttons. Videos. We produce a stream of these materials. What you need to know about your rights. When you need to know it. We're always ready to help.

• Providing union education and training.

Working with our component education officers, the National Union develops and delivers union education and training courses designed to deepen our members' understanding of issues like this one. These courses provide advice and support to frontline workers who must deal with issues like this on a day-to-day basis in their workplace.

• Campaigning: from silence to voice.

Your National Union is a campaigning union. We coordinate national campaigns on vital workplace issues like this one. We work with other national and provincial organizations active in this field to identify and distribute resource material to workplaces. We work hard to make sure your voice is heard by the larger policy community.

• Negotiating a strong deal.

Everything your National Union does is characterized by its commitment to the development and furthering of our main organizational goal of ensuring that strong collective agreements are negotiated and enforced on your behalf. We help our components develop the best negotiating resource materials, contract language, and strategies to defend our members and the services they provide.

GET OTHER IMPORTANT INFORMATION

More information is just one click or call away. Check it out.

Many of the National Union's components deliver education courses that focus specifically on the issue of stress in the workplace. The National Union has put together a **Catalogue of Union Education Courses** which describes these courses and others.

To obtain copies of this material, the BCGEU/NUPGE Collective Agreement, or if you need further information please contact the National Union at:

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