



**Employee  
Assistance  
Program**

# **New York State Employee Assistance Program**

2020

*Presented by*  
Maureen A. Kellman  
EAP Coordinator  
New York City Region

# Balancing Work and Home



New York State  
is committed to helping employees  
balance their  
home and work obligations.

# Balancing Work and Home

Occasionally, we all experience stress that can make our home life difficult and impacts our ability to concentrate at work, so ...



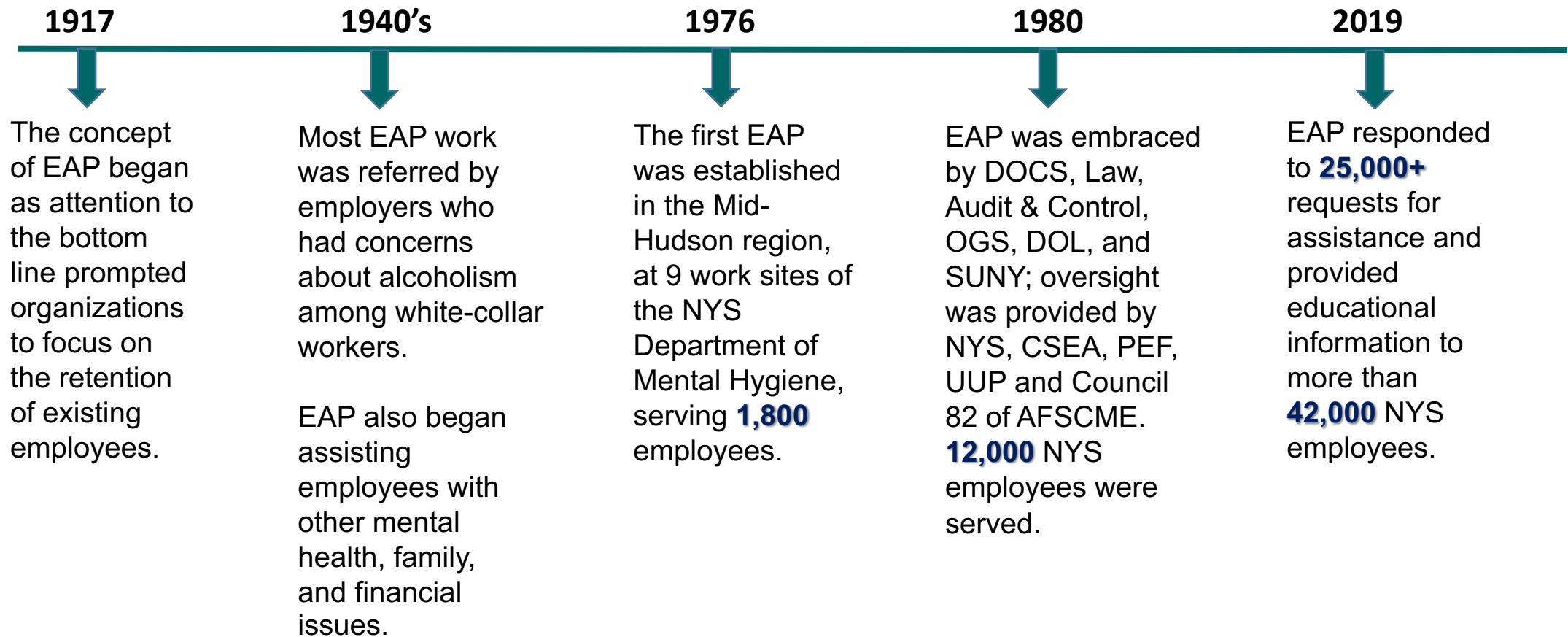
# Balancing Work and Home



New York State,  
in collaboration with PEF  
and the other employee unions,  
has made the  
**Employee Assistance Program**

available to you  
to help relieve you of the big, and little things  
that are causing stress.

# The Roots of New York State EAP



# EAP Coordinators

The EAP coordinators are state employees just like you, who receive special training, and can listen, without judgment, to what is bothering you.

Then, they will research local service providers, and give you options for making your life less complicated.

They are familiar with the culture of your particular agency and can be reached in person once the workplace has reopened, by phone, or by email...whichever is most comfortable for you.

# EAP Coordinators



Speaking with an EAP coordinator is voluntary, so ***you*** can decide if, and when, you would like to take advantage of their knowledge and connections.

An employee may speak with ***any*** NYS EAP coordinator; it does not have to be the coordinator at our agency.

# Voluntary

Employees can not be *required* to use EAP services, even if a supervisor refers the employee in an attempt to avoid disciplinary action.

Ultimately, it is the employee's choice to participate.





# EAP is Confidential and Neutral

All calls made to EAP are confidential ... no records are kept.

The employee can even make an anonymous call to the EAP coordinator.

The EAP coordinator won't tell you how to resolve your concern, but will work with you to identify appropriate resources and options.

The coordinator does not advocate for labor or management.



# What can EAP do?

We all need support sometimes. You are not alone!

Each year, EAP receives over 25,000 requests for help to all kinds of concerns, like:

- financial matters
- grief and loss
- disaster relief
- legal issues
- problems at work
- veterans' issues
- domestic violence
- life transitions



and many more ... ***Just ask!***

# What can EAP do?

As you can see, EAP is not just for alcohol and drug problems, but EAP can help prevent substance abuse problems from getting worse, and can help employees who are struggling with other addictions, like:

- problem gambling
- smoking
- internet addiction
- overeating
- overspending

**EAP can help!**



# Mental or Physical Health Concerns?

- Need to know where to get medical information?
- Looking for a specialist?
- Want to talk to a therapist?
- Need to get answers about health insurance coverage?
- Need emotional support?



**EAP can help!**



# Financial Worries?

Financial worries can be overwhelming. EAP can link employees with resources to:

- manage debt
- save money reduce heating bills
- get help with college costs
- plan for retirement
- and many other everyday expenses

**EAP can help!**



# Financial Concerns?

EAP can also help you **save** money, through Work-Life Services programs that allow you to pay for dependent care, medical expenses, adoption, and transportation costs with pre-tax dollars.

Work-life Service staff also host seminars on retirement planning, and can help you find childcare at a New York State worksite.

## EAP can help!



# Relationship Problems?

- Marital stress
- Parenting
- Childcare needs
- Adolescent behavior
- Elder care
- Housing
- Education
- Child custody, support, visitation



**EAP can help!**

# Wellness

***WellNYS Everyday*** is an EAP initiative dedicated to educating, engaging, and empowering New York State employees and their families, by encouraging participation in healthy behaviors.

You can participate in a variety of wellness activities and events at your workplace and around the state. Check out:

<https://wellnys.goer.ny.gov/>

**EAP can help!**



# Referrals to EAP

- ❑ **Self referral:** Any state employee may contact EAP at any time.
- ❑ **Supervisory referral:** A supervisor may recommend or suggest EAP to an employee.
- ❑ **Union referral:** Union representatives may recommend or suggest EAP to an employee.
- ❑ **Third party referral:** Co-workers, friends, family, and counselors may suggest EAP.

# How Do I Contact EAP?



**1-800-822-0244**

**24** hours a day

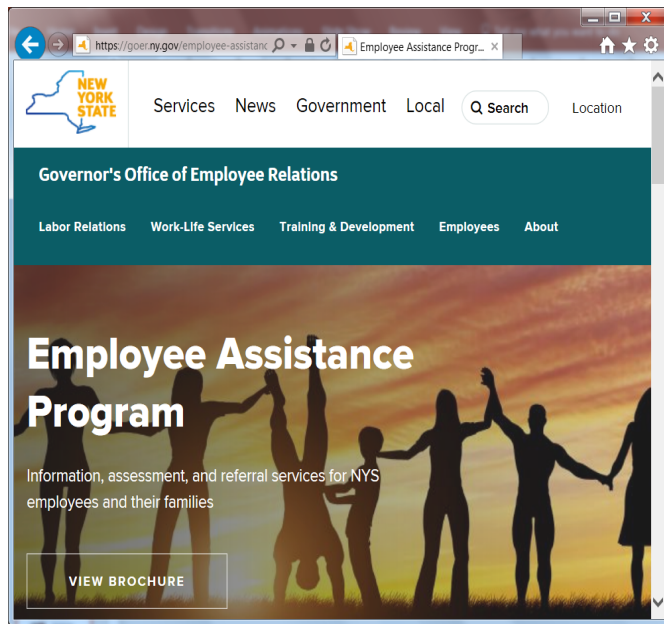
**7** days a week

**365** days a year

<https://goer.ny.gov/employee-assistance-program>

# How Do I Contact EAP?

## 1-800-822-0244



<https://goer.ny.gov/employee-assistance-program>

- Information on EAP and Work-Life Services
- Phone numbers to contact local coordinators
- Insurance information
- Links to helpful resources
- EAP training information

# Important Points to Remember

## NYS EAP is

- a negotiated benefit through NYS and its unions
- a peer model
- a labor-management initiative
- voluntary participation
- confidential and neutral services
- no cost to the employee or the family
- accessible **24/7/365**

# **EAP is a Program of Work-Life Services: A Labor-Management Collaboration**

Work-Life Services (WLS) Programs are joint labor-management programs that benefit New York State employees by enhancing employee wellbeing, increasing productivity, and improving morale in the workplace.

The WLS programs include the Employee Assistance Program, Network Child Care Centers, and DIRECTIONS: Pre-Retirement Planning. The WLS programs are funded through the collective bargaining agreements between the State of New York and the public employee unions: CSEA, PEF, UUP, NYSCOPBA, GSEU, Council 82, and DC-37. The Governor's Office of Employee Relations contributes on behalf of management/confidential employees.

# Questions

