

In construction, we rely on EAPs, Emergency Action Plans, to respond to critical incidents on a job site, but do you know there's another EAP? It's called the Employee Assistance Program.

Employee Assistance Program may also be referred to as MAP or Member Assistance Program depending on your company or affiliation.

EAPs may be part of your employee benefits package. An (EAP) is a work-based intervention program designed to assist you in resolving personal problems that may be adversely affecting your work performance. EAP services are maintained in the strictest confidence, your employer does not have access to what you discuss with your EAP practitioner.

(Questions for the group)

Are you familiar with this program?

Do you know what your EAP phone number is?

Do you know what the EAP can do for you?

If you can, share a personal experience with EAP. "This is how I used my EAP and how it helped me...(brief personal story)"

Depending on its structure, your EAP may provide access and advice to the following services:

1. Financial Support
2. Legal Support
3. Family Support
4. Nutritional Support
5. Mental Health and Counseling Services
6. Health and Wellness Coaching
7. Career Counseling

Different EAPs have different levels of service, but again all EAPs are private and confidential. You can verify when you call. They are designed to assist you and your family in your time of need or help you be proactive and the best version of yourself.

While many of you may have not known about EAPs, we are here today to help create awareness that there is help waiting for you if you need it. The first step is to know your benefit. Find out how you can access it. Review the support that they can provide for you and understand the framework of how they work.

You can put the number or install the App on your phone.

Finally, sometimes the timeline for getting help is immediate. If you or someone you know is experiencing a crisis, please call the suicide prevention crisis line at

**1-800-273-8255. That's 1-800-273- TALK** or you can text HELLO to 741741

\*Adapted from Steven Frost LEED AP BD+C, CHST, ASP, CSP Site Safety Health & Environment Manager|  
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