

Avenues to USPS EAP

Settlement or LCA: EAP referral written into Agreement

- *Discipline for noncompliance in terms of Settlement/LCA*
- Employee schedules EAP appointment
 - Info on compliance released by EAP to management (Labor Relations) *with written employee permission*

FMR – Formal Management Referral

- Voluntary, first session on-the-clock
- Manager or Supervisor schedules EAP appointment
- Employee must confirm EAP appointment within 24 hours
 - Info *may* be released by EAP to a third party, *but only with employee written authorization**

Recommendation to EAP by Management/Union/Coworker Self-Referral to EAP

- Voluntary, first session *can* be on-the-clock
- Employee schedules EAP appointment
 - Communication among EAP, management, union *could* occur with written employee permission, though entirely* up to employee
 - *with some exceptions in cases of immediate threat to life.

1-800-EAP-4-YOU

1-800-327-4968