



Employee Assistance Program (EAP)

Why Choose the EAP?

Your employees are faced with a variety of challenges at work and at home. Now, as an employer, you can provide services to help them balance their lives.

OEBB has contracted with Reliant Behavioral Health (RBH) to deliver an affordable yet comprehensive Employee Assistance Program (EAP). The OEBB EAP includes counseling, crisis response, supervisor resources, and work-life balance services (see page 2 for details).

About EAP?

- An EAP offers valuable resources by supporting supervisors and HR during worksite challenges and in helping employees and their families resolve issues early, before they escalate into serious, sometimes costly problems.

- The OEBB EAP is an important resource to the workplace because it can help prevent absenteeism, improve morale, reduce turnover, and increase productivity.

- The EAP includes work-life balance services that are relevant to the current needs of employers and employees. For example, a recent benefits trend study indicates 78% of employers say employees are less productive at work when they are worried about financial issues. Of the employees who have taken time off from work or spent time worrying about money at work, 81% are interested in financial advice and guidance. The OEBB EAP provides that personal advice and guidance to keep employees working and focused during trying economic times.

How to Choose the OEBB EAP

You may select EAP services during your EE Plan Management selections at MyOEBB.org. At that time you will choose one of the three following EAP Plans:

- **1-3 Sessions per issue** - \$0.80 per employee per month
- **1-5 Sessions per issue** - \$1.05 per employee per month
- **1-6 Sessions per issue** - \$1.16 per employee per month

Optional Worksite Services

During EE Plan Management, you may select the number of worksite service hours for the next year at a discounted rate of \$125 per hour. (Hours purchased after EE Plan Management will be at a rate of \$150 per hour.)

These purchased hours can be used for a variety of on-site services, including the following:

- **Critical Incident Stress Debriefings** – on-site counseling response following a critical worksite event to help prevent post-traumatic stress disorder.
- **Educational & Wellness Seminars** – on-site educational seminars on health and work-life issues such as time management, healthy eating, and work-life balance.
- **Employee & Supervisor Educational Trainings** – topics include stress, communication, emotional intelligence, substance abuse, respectful workplace, etc.
- **Reduction-in-Force Consultation and Training** – assistance to HR and managers in preparation and during RIF.
- **Supervisor Training** – on-site training to introduce the EAP as a management tool; explain how to document, intervene, and refer employees to the EAP.



Services for the Employee*

OEBB EAP services cover all employees, dependents, and household members, related or not.

Counseling Services Included with the EAP

- **Confidential Counseling** – face-to-face counseling at no cost to you for each new issue, including family, relationship, stress, anxiety, and other common challenges.
- **24-hour Crisis Help** – toll-free access for you or a family member experiencing a crisis.
- **RBH eAccess** – convenient access to on-line consultations with licensed counselors.

Life-Balance Services Included with the EAP

- **Childcare Services** – information and support on parenting, school issues, adoption, teenager challenges, summer camps, daycare, and other important issues for parents.
- **Adult and Eldercare Services** – assistance in finding quality information and services including transportation, meals, exercise, activities, prescription drug information, in-home care, daytime care, and housing.
- **Legal Services** – a free, half-hour telephonic or in-person consultation with a network attorney, followed by a 25% discount off the attorney's fees if retained beyond the initial consult. Legal services are not provided for any employer-related issues.
- **Will Preparation** – receive a free will template to complete in your own time, then just have it signed and notarized as a legal document.
- **Mediation Services** – A free, half-hour telephonic or in-person consultation with a network mediator, followed by a 25% discount off the mediator's fees if retained beyond the initial consult. Mediation services are not provided for any employer-related issues.
- **Financial Services** – free telephone consultations for financial issues such as debt counseling, budgeting, and college or retirement planning. A discount of 25% is available if a CPA is retained.

- **Home Ownership Program** – free support and information about making smarter choices when shopping for a new home; making financing and/or refinancing decisions; relocating; or selling a home.

- **Identity Theft Services** – support in the recovery process for restoring your identity and credit after an incident.

- **Personal Advantage** – a life balance website with current articles on health conditions, tools for parenting, health-topic movies, legal forms, and other interactive tools including access to more than 50 trainings.

Wellness

- **Health Coaching** – free health coaching by phone and email to help set and achieve personal goals. Unlimited access to online wellness portal including behavior modification resources and self-directed programs. Coaches are available to help you design a personalized wellness program.

Workplace Support *

- **Supervisor Consultations** – unlimited, telephonic supervisor consultations are included with every EAP.

- **Educational Webinars** – are free unless customized, and more than 50 personal and professional improvement trainings are included on the Personal Advantage website.

** All services listed on this page are core services included in the per employee per month pricing on page 1.*

