



## 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.

### About the EAP

- ▶ The EAP provides support to supervisors and HR during worksite challenges. It can help prevent absenteeism, improve morale, reduce turnover, and increase productivity.
- ▶ The EAP includes counseling and work-life balance services that are relevant to the current needs of employees. The benefit covers all employees, dependents, and household members, related or not.

### How to Choose the OEBB EAP

You may select EAP services during your EE Plan Management selections at [MyOEBB.org](http://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

### Services for the Employee\*

#### Counseling Services Included with the EAP:

- ▶ **Confidential Counseling:** face-to-face counseling at no cost to the employee for each new issue, including family, relationship, stress, anxiety, and other common challenges.
- ▶ **24-hour Crisis Help:** toll-free access for the employee, family or household member experiencing a crisis.
- ▶ **RBH eAccess:** convenient access to online consultations with licensed counselors.
- ▶ **RBH TeleTalk:** convenient access to phone consultations with licensed counselors. Phone counseling is a good choice for people who have busy schedules.

*\*All services listed under this heading are core services included in the per employee per month pricing above.*

## 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 consultation by phone or in person 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.
- › **Online Will Preparation:** log onto [ibhsolutions.com](http://ibhsolutions.com) to create a will via the secure, interactive legal documents link.
- › **Mediation Services:** a free, half-hour phone 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 phone 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.
- › **Resilience Webinars:** industry experts will present quarterly employee webinars on resilience-specific topics such as mindfulness, team resilience, and emotional intelligence. Available to ALL school employees.

## Optional Worksite Services

During EE Plan Management, you may pre-purchase a 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 hours, whether purchased in advance or as needed, can be used for a variety of on-site services, including the following:

- › **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 (RIF) Consultation and Training:** assistance to HR and managers in preparation for and during RIF.
- › **Supervisor Training:** on-site training to introduce the EAP as a management tool; helping supervisors understand how to document, intervene, and refer employees to the EAP.
- › **Resilience Coaching:** individuals work with a coach for up to 4-6 months through phone coaching sessions, ongoing practice, and interactive resources to build resilience skills and achieve personal goals. (Coaching is \$800 per case. Each case runs 8-10 sessions over 4-6 months.)

## Workplace Support\*

- › **Critical Incident Stress Debriefings:** on-site counseling response following a critical worksite event to help prevent post-traumatic stress disorder.
- › **Supervisor Consultations:** unlimited, phone consultations for supervisors are included with the EAP.
- › **Educational Webinars:** are free unless customized. More than 50 personal and professional improvement trainings are included on the Personal Advantage website.

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

