

IS EAP ATTENDANCE REQUIRED?

My employee verbally agreed to the EAP referral but then only attended one session and stopped. Can I require ongoing attendance as a condition of continued employment?

“The essence of leadership is holding your people to the highest possible standard while taking the best possible care of them.”

-Colin Powell

Leadership Orientation Training - Session B Virtual

Watch for up coming classes.

CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing (info@connectionseap.com) for more information or register online:

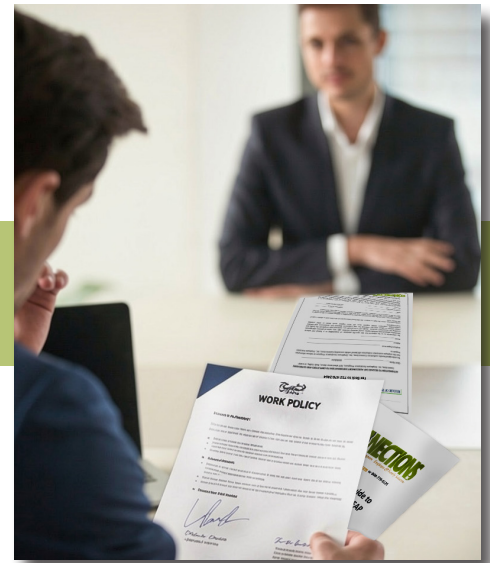
www.connectionseap.com

The EAP is a strictly voluntary program and remains so even if the employee is given the opportunity to participate in the EAP instead of/or to delay disciplinary action related to work performance problems. Employees who are skilled and have desirable talents may face disciplinary action up to and including termination for infractions of work rules. Completing an EAP assessment & solution plan may be a valuable positive alternative to immediate discipline for issues such as drinking on the job, inadequate productivity, hostile words/actions that threaten positive cooperation and/or other violations of

disseminated employer policy.

These agreements do not change or alter the nature of an employee assistance program as being voluntary. If the employer's published disciplinary policies include the possibility of temporary work suspensions, such a suspension may be very valuable. It provides an optimal opportunity for the employee to voluntarily make the decision to use the EAP as suggested by management or risk immediate disciplinary action up to and including termination. Again, the EAP assessment is not mandatory; performance improvement is.

Written by: Andy Visser



ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: "Leadership Orientation to the EAP", is always available on the website. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars are available in the Work/Life Services site. Log in on Connections website go to Employee or Leadership Resources tab to access webinars, continue to scroll down on the Work/Life Services opening page. (All webinars are archived for later viewing.)

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