



*Pacific NorthWest  
Economic Region*

# ***Role of EAPs/EASNA 2009 EAP Guide for Businesses***

**Mental Health and Addictions in the Workplace  
A Special Symposium of the PNWER Annual Meeting**

July 18, 2010 – Calgary, AB, Canada

Bannerman Walker Room, Hyatt Regency Hotel

**Chris Hylton, MA**

*Principal, CG Hylton & Assoc Inc.*

*Director, EASNA*



# ***Agenda***

- What is an EAP / Role of EAP
- Example of Drug Testing
- EASNA Purchaser's Guide
- Implications for Employers





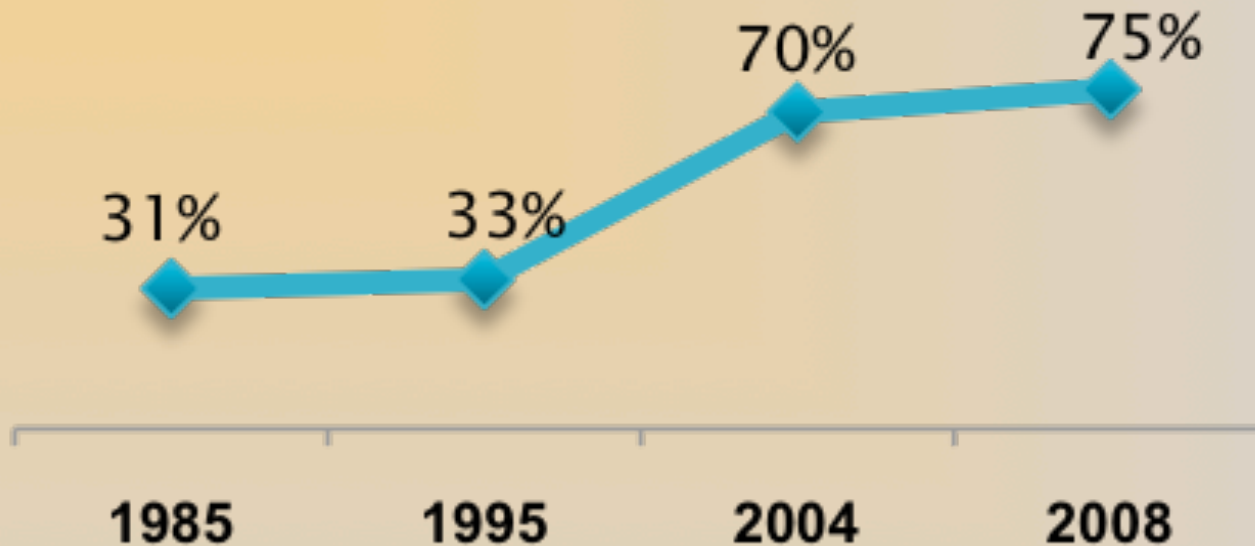
# ***What is an Employee Assistance Program (EAP)?***

- ★ Mental health assistance for employees (EEs) and their families
- ★ So EEs may concentrate on work
- ★ Short service model (ex. 1-6 visits)
- ★ Coordinates response to critical incidents in the workplace
- ★ Deals tangentially with addictions



# ***Growth of EAPs in US***

**U.S. Companies with EAP by Year**

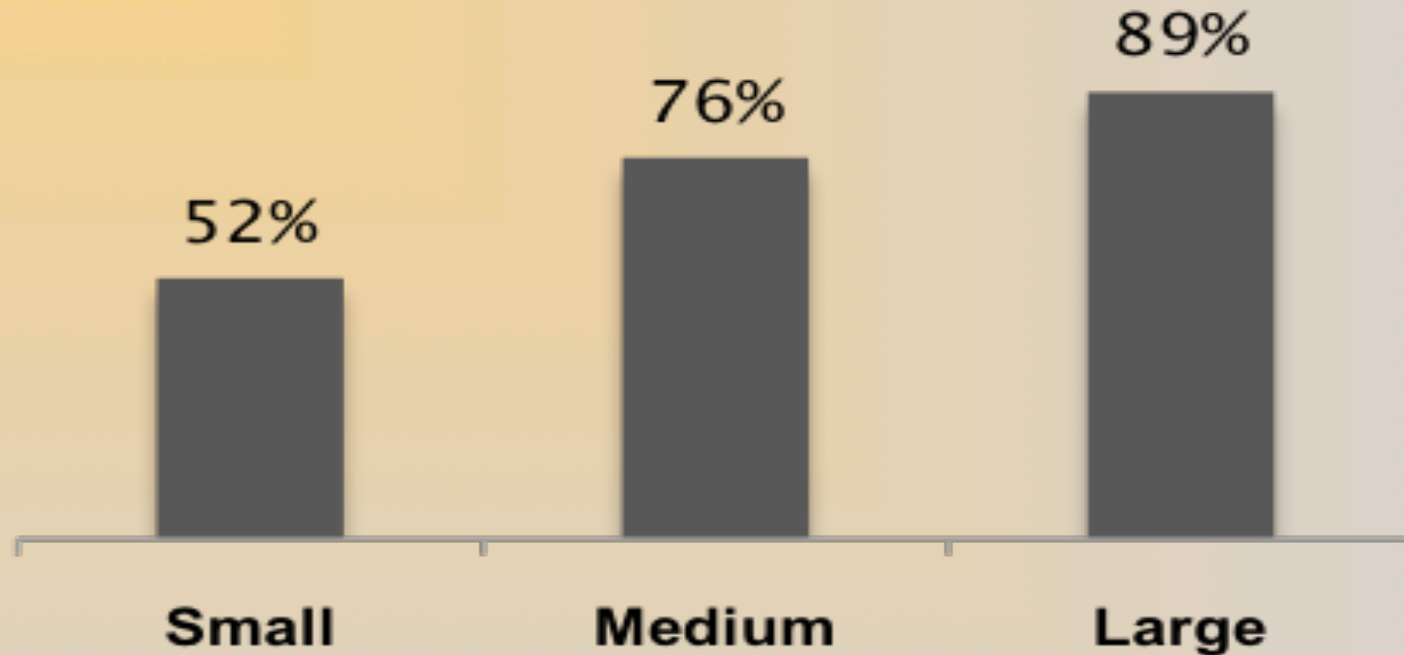


SOURCE: Society for Human Resources Management.  
(2008). *2008 Employee Benefits*.



# ***Company Size and EAP - US***

**Have EAP in 2008 by Size of Company**



SOURCE: Society for Human Resources Management.  
(2008). *2008 Employee Benefits*.



## ***What is Typical EAP Usage?***

- ★ Number of cases seen in EAP / EEs
- ★ US usage 4 - 7%
- ★ Canada 8 - 12% (avg. of 2 major Canadian EAP providers in 2007)
- ★ 11% in 1997 (Canada Federal Public)
- ★ 25% in a northern mine, where the counsellor was a former miner who just hung out for coffee with the miners



## ***Reasons Why Employees Seek Assistance from EAP***

- ★ 37% family related reasons
- ★ 28% mental health
- ★ 22% work-related
- ★ 3% alcohol and drugs (self and other)







## ***Different Kinds of EAPs***

- ★ Internal Model: peer or professionals or hybrid – EAP staff work at company
- ★ External Model: outsourced to an EAP provider (professionals under contract to another company)
- ★ Who can use EAP: EE only or EE and family (most)
- ★ French and English Language
- ★ Provincial laws regulate professions





Rubes®

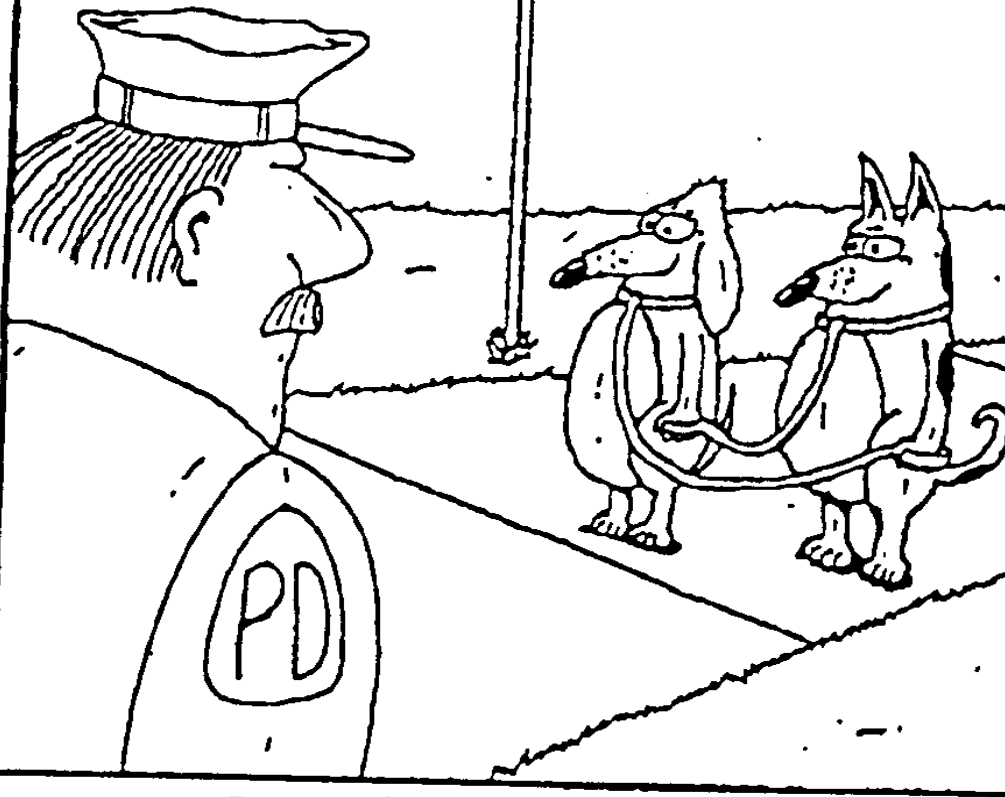
By Leigh Rubin

Creators Syndicate, Inc.  
© 1983 Leigh Rubin

2-16

high

DOGS  
MUST BE  
ON LEASH



Officer Johnson runs into  
one of those "gray areas" of the law.



# ***Drug & Alcohol Testing***

- ★ Discrimination rules in Canada
- ★ No pre-employment testing
- ★ No random drug testing
- ★ No alcohol testing for non-safety sensitive positions
- ★ Safety sensitive position is one where impairment due to drug or alcohol use could result in injury to self or others



# ***When Can You Test For Alcohol Misuse in Canada?***

- ★ Random alcohol testing for safety sensitive positions is OK
- ★ Drug or alcohol testing for “reasonable cause” or “post-accident” is OK



## ***DOT Rules – US Dept. of Transportation***

- ★ Trans-border truckers are also subject to US DOT rules
- ★ Must meet DOT rules in order trans border ship to the US from Canada



## ***How Nice Should We Be?***

Consider: is it cheaper to fight discrimination suit than injury or death claim caused by a drunk or impaired employee?





# ***What Colour is a Polar Bear's Skin?***





# ***EASNA's 2009 Guide to EAPs***



## **Selecting and Strengthening Employee Assistance Programs: A PURCHASER'S GUIDE**

**A Special Report**

***Employee Assistance Society of North America***

**2009**

**Free - [www.easna.org/purchasers.php](http://www.easna.org/purchasers.php)**





# ***Major Parts of the Guide***

Part 1 – The Case for EAP

Part 2 – How to Select an EAP

Part 3 – How to Strengthen an EAP

6 Appendices & 128 References

Total of 62 pages

(see handout)



## ***Strategic Decision to Adopt the "Wellness Mission"***

- ★ Have mental health and addictions issues become part of the Business Strategy
- ★ Holistic view of mental and physical health
- ★ Paradigm shift to prevention of mental stress
- ★ Lay the foundation for "wellness culture"
- ★ Secure genuine top leadership support



## ***Implications for Employers***

- ★ Screen health risks & refer to wellness
- ★ Screen depression/stress & refer to EAP
- ★ Staff training around “mental health and addiction referrals”



# Resources



- ★ America's Health Insurance Plans - [www.ahiphiwire.org/wellbeing](http://www.ahiphiwire.org/wellbeing)
- ★ Centers for Disease Control - [www.cdc.gov/nchs/fastats/hinsure.htm](http://www.cdc.gov/nchs/fastats/hinsure.htm)
- ★ Canadian Institute for Health Information - [www.cihi.ca](http://www.cihi.ca)
- ★ EASNA [www.easna.org/purchasers.php](http://www.easna.org/purchasers.php)
- ★ Gallup-Healthways Well-Being Index™ - [www.well-beingindex.com](http://www.well-beingindex.com)
- ★ Health Canada – Healthy Living - [www.hc-sc.gc.ca/hl-vs/index-eng.php](http://www.hc-sc.gc.ca/hl-vs/index-eng.php)
- ★ Health Promotion Advocates  
[http://healthpromotionadvocates.org/sources\\_detail\\_documents.htm](http://healthpromotionadvocates.org/sources_detail_documents.htm)
- ★ IHPM - Institute for Health and Productivity Management - [www.ihpm.org](http://www.ihpm.org)
- ★ Mental Health Commission of Canada - [www.mentalhealthcommission.ca](http://www.mentalhealthcommission.ca)
- ★ National Wellness Institute - [www.nationalwellness.org](http://www.nationalwellness.org)
- ★ WorldatWork: global human resources association focused on compensation, benefits, work-life and integrated total rewards - [www.worldatwork.org](http://www.worldatwork.org)



Thank you for the opportunity to  
meet with you today!

Questions?

Tel 800 449 5866  
[chris@hylton.ca](mailto:chris@hylton.ca)

