

OEBB EMPLOYEE ASSISTANCE PROGRAM (EAP)

OEBB is Ready to Give You a Hand

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, all with a focus on wellness. OEBB EAP services cover all employees, dependents and household members, related or not.

Why Choose an 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.

If you don't already have an EAP, the OEBB option gives you the ability to purchase **an affordable, yet comprehensive EAP** for employees. If you already have an EAP, the OEBB offers a more affordable program that is committed to serving all of the educational entities in Oregon.

Bottom Line - the OEBB EAP saves you money. An OEBB survey found that most **educational entities will save 20 to 60% on the current EAP costs by selecting the OEBB EAP Plan.**

The OEBB EAP Includes...

- **Confidential Counseling** - face-to-face and online counseling with licensed counselors 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.

Work-Life Balance Services

- **Childcare Services** - childcare professionals provide information and support on parenting, day care, school issues, teenager challenges, summer camps, college planning, and other issues for parents.
- **Adult and Eldercare Services** - adult and eldercare specialists assist in finding information and services such as housing, transportation, meals, activities, in-home care & day care.
- **Legal Services** - a free, half-hour consultation for non-employer related issues, by phone or in person, followed with a 25% discount in legal fees. A free Will Preparation kit is included.
- **Mediation Services** - free consultations for non-work related issues such as divorce, neighbor disputes, or real estate. A 25% discount is available if a professional mediator is used.

- **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 used.
- **Identity Theft Services** - support in planning the recovery process for restoring your identity and credit after an incident.
- **Convenience Resources** - employees save time away from work while making requests via web or phone, including resource retrieval for such things as: vacation planning, social events, household, etc. RBH locates information within three business-days of the call.
- **Personal Advantage** – a life balance website with current articles on health conditions, tools for parenting, health assessments, health-topic movies, and other interactive tools including access to more than 50 online trainings.

Health & Wellness Services

- **Interactive Website** - employees take health, emotional and productivity assessments, then set goals, participate in healthy challenges, journal progress, and communicate with others sharing similar goals.
- **Health Coaching** - free health coaching by phone and email for support in setting and achieving personal goals. Coaching supports all types of life improvements, including weight loss, quitting smoking, exercising and positive living.

Worksite Services

- **Supervisor Consultations** - unlimited, telephonic supervisor consultations are included in the EAP Program.
- **Educational Webinars** are free unless customized, and more than 50 personal and professional improvement trainings are included on the website.

On-site Services

- **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.
- **Critical Incident Stress Debriefings** - on-site response following a critical worksite event to help prevent post-traumatic stress disorder.
- **Reduction-in-Force Consultation and Training** - assistance to HR and managers in preparation and during Reduction-in-Force.
- **Supervisor Training** - on-site training to introduce the EAP as a management tool; explain how to document, intervene, and refer employees to the EAP.

How to Select the OEGB EAP

You may select EAP Services along with your other plan selections in the OEGB Administrative Module at <https://myoebb.org/oebb/!bms.main>. Complete Plan Management Instructions can be found at https://myoebb.org/bmsdocs/Help/OEGB_BMS_PM_OEGB_SD_PLANS_PKG.pdf.

At that time you will choose one of three EAP Plans. Each plan includes the Confidential Counseling, 24-hour Crisis Help, Work-Life Balance Services, Health & Wellness Services, and Worksite Services listed above. The only difference is the number of counseling sessions you wish to include:

- 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

You may also select the number of worksite service hours for the following year which includes the On-site Services listed above at the discounted rate of \$125 per hour during your initial Plan Management selection. (*Hours purchased after the initial Plan Management selection will be at a rate of \$150 per hour*).

If you have further questions about the EAP program, please call or email Reliant Behavioral Health:

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