



## FULLY EFFECTIVE EMPLOYEES

Dear Apprentices and Family Members,

We have a new Employee Assistance Program (EAP), known as Fully Effective Employees. The EAP provides a confidential, professional resource which can assist all apprentices and dependent family members of the CEATT with the resolution of personal problems. Now during this global pandemic, we encourage you to seek the help of the EAP if you need emotional support or assistance with resources.

Sometimes personal problems can become too big or overwhelming to be solved alone. Asking for help can be the first step toward resolving a problem. Some of the problems the EAP counselors deal with include:

- Alcohol or drug problems
- Marital/relationship issues
- Personal/emotional problems
- Work stress
- Financial or legal concerns
- Family problems
- Work-life issues including eldercare and childcare

The initial assessment by an EAP counselor is free for all apprentices as part of this program. The EAP will help you work on a plan to resolve the issue and, if needed, refer you to ongoing counseling or treatment in the community. It is completely up to you to decide if you want to continue with ongoing counseling or treatment. Every attempt will be made to utilize your insurance coverage or to refer you to a low-cost provider. The EAP counselor will follow up with you to ensure that your situation has improved. During the COVID-19 outbreak, the EAP counselors are available to talk with you on the phone or through tele-mental health (a HIPAA compliant video chat format).

The EAP is completely confidential, the only information shared with us will be the number of people who used the EAP in a particular month or year.

You can access the EAP on-line at [www.fee-eap.com](http://www.fee-eap.com). Our login is **r092** and the password is **feeep**. There are many resources, articles, links and self-assessments on this site. There is also a legal and financial referral program and an online work/life and wellness program, both of which can be found on the website once you log in. Just click the appropriate tabs at the top of the page. The phone number to reach an EAP counselor is **425-454-3003**.

We encourage you to take advantage of this program. We feel it is a very beneficial service which will help us support you in maintaining your physical and emotional health.

Sincerely,

A handwritten signature in cursive script that reads 'Robert J. Susee'.

Bob Susee  
Executive Director  
NWCI