

New Article 31

Old Article 47

Employee Assistance Program

47.1 Implementation

The NRC agrees to ~~continue its implementation of the troubled employee program~~ have an Employee Assistance Program (EAP) (i.e., for those employees experiencing alcoholism, drug abuse, financial, or emotional or other personal problems which adversely affect job performance). NRC will distribute information periodically which will explain the existence and benefit of this program.

47.2 NTEU Orientation

Upon request, NRC will arrange appropriate orientation for all Chapter 208 officers and stewards on NRC's -Employee Assistance Program. ~~The Union will cooperate with the NRC by referring troubled employees to the program.~~

47.3 Referrals

The NRC will refer an employee with conduct or performance issues to counseling as soon as when it is reasonably apparent that the employee might benefit from the NRC EAP counseling program. Employee participation in the EAP is voluntary. It is understood that employees undergoing a prescribed program of treatment will be granted sick leave for treatment on the same basis that sick leave is granted for other illnesses. ~~If the employee fails to respond to the referral, or to counseling, or if the counseling does not have a positive effect on improving the employee's work performance, NRC may invoke disciplinary procedures.~~

~~47.4 — Counseling Sessions~~

~~Attempts will be made to allow counseling sessions with NRC counselors to be scheduled during non-duty hours (for example, during lunch hours) in order to help minimize the use of sick or annual leave.~~

File: Art47-final