

**Employee
Assistance
and “You”**

The Following Presentation is Endorsed by

Algoma Steel Inc.

&

The United Steelworkers

Presented By

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Employee Assistance Program Coordinator

**S0 - Why Bother
Assisting
Employees ?**

Employee Assistance Program Policy

Rationale:

There are three groups that are critical to Algoma's success;

Employees
Customers,
and **Investors,**

Algoma Steel Inc. and The United Steelworkers share the belief that helping employees in their times of need is an integral link to both the success of the corporation and the on-going well-being of the individual. .

Nationally accepted statistics indicate that 20% of any group, at any given time is dysfunctional due to a host of causes such as:

Stress, Anxiety, Depression, Mental health, Physical symptoms, Marriage breakdown, Family crisis, Financial problems, Alcoholism, Drug Abuse, Gambling, Etc.

While the effects of these conditions are generally short term, they are in rare cases permanently debilitating. Left untreated these situations have a significant negative impact on the individual's

Quality of Life, our Health and Safety Program, Productivity, and Employment Costs.

These impairments can potentially kill people, while costing the corporation millions of dollars. Recognizing that many people are not in a position to realize the extremes of their own situation, the parties unanimously endorse early, consistent, non-discriminatory, pro-active intervention in any dysfunctional situation with the emphasis being to enhance the safety, productivity and personal well being of all employees

Policy

- Algoma Steel Inc. and the United Steelworkers Locals 2251 & 2724 agree that every employee, retiree and family member that is covered under Algoma's health benefit package will be entitled to the full confidential counselling services of the Employee Assistance program.
- These services will include professional in-house counselling and/or referrals to appropriate out-side professionals.
- It is also agreed that not all employees can or will voluntarily seek counselling. In this event the EAP Coordinator will offer assistance to the troubled employee and in extreme cases apply generally accepted intervention procedures to ensure the personal health and safety of all employees.
- Contacting EAP to arrange assistance and/or an intervention for individuals exhibiting dysfunctional symptoms or behaviors of any type of Physical, Social or Emotional problem is the accountability of every employee. The EAP Coordinator will be accountable to ensure that any action taken is done with discretion and in the best interest of the employee.
- Any and all information gathered from participation in the EAP shall be held strictly confidential subject to relevant Federal or Provincial Legislation.
- **The law requires professional counselors to report any situation that could be considered a significant risk of serious harm, including but not limited to, suicide, homicide, and crimes against children.**

In EAP we believe that:

People who think better and feel better do a safer more productive job:

So everybody wins if everybody thinks and feels better

*As an Individual, Are you
concerned with*

Quality of Life ?

Or

Quantity of Profit ?

**Can you have one without the
other?**

Health Fact

20% of any group of people (1 in 5) is
in some way dysfunctional at any
given time

Physically – Mentally – Emotionally

Personal Health problem, Family Issue,
Financial Problems, Stress, Drug
Addiction, Alcoholism, Gambling,
New job, Etc.

These Type of Problems Present Themselves in the workplace As

Loss of Productivity

Absenteeism

Presenteeism

Attitude - Restless, Irritable, Discontent, in some cases “Insubordination”

Disregard for “Health & Safety”

Apathy, Depression, Disassociation and/or Anxiety

In rare cases “Suicide or Homicide”

That's the Human Side

**So – How much
does it cost to let
people die?**

Considering Wages, Benefits, Health & Safety, Pensions, Training, etc.

The raw cost of employing “1” person equates to about \$75.00 per hour

That’s means, if you spend your career (35 years) at Algoma –

Algoma expects to invest about \$5.4 Million in you and your family

We Have about 3200 Employees
20 % of 3200 = 640

If 20 % or 640 of our employees are dysfunctional at any given time, and these employees are producing at 50%, due to lack of productivity, absenteeism, overtime cost etc.

It cost the corporation 50% of the raw cost of employment or about \$ 37.50 per hour

(640 X \$37.50)

That's about \$24,000 per hour

*Or about **\$49.9 Million** per year*

Which does not include Lost production Costs

Employees that recognize and get help for their problems

- Experience less stress
- Fewer physical problems
- Less marriage failures
- Have less work related problems
- Have fewer financial problems
- In Short *“They Enjoy a Better Quality of Life”*

What is Abuse ?

Verb:

- 1 - use improperly or to excess.**
- 2 - treat with cruelty or violence, especially assault sexually.**
- 3 - speak to in an insulting and offensive way.**

Noun:

- 1 - the improper use of something.**
- 2 - cruel and violent treatment, especially sexual assault.**
- 3 - insulting and offensive language.**

We Choose to “Abuse”

We choose how we act around authority

We choose how we act around children

We choose how we act around the elderly

We choose how act on a first date

In short

“WE CHOOSE HOW WE ACT”

Anger Management “101”

Most people make mature choices
in most situations

Counselling helps people expand
and validate their choices

You will be held accountable for
your choices

Who has the Problem

I'm Single

You're Married

I'm Apathetic

You're Conscientious

I have poor safety habits

You work in fear

I leave early

You stay and make out the report

I enjoy my evening

You go home stressed

Your little boy wants to play

You loose your temper

That's "Child Abuse" you need help.

Who Needs Help?

“A” & “B” work together and everybody knows that “A” carries the workload, but nobody says anything – WHY?

Because “A” & “B” are drinking buddies and nobody wants to cause any trouble – the work’s getting done. But everybody knows that both “A” & “B” suffer from Chemical “ABUSE”

“B” starts missing time and an intervention takes place.

“B” gets his life turned around and becomes a top performer

“A” dies young due to Chemical “ABUSE” and everybody denies the truth

Why would we consider only offering help to poor performers?

Would we do that with any other illness?

C,D, & E go to Fishing Camp

Three long time friends go fishing very spring

The real goal is to enjoy their annual drunk

“C” is a moderate drinker as a rule, but likes to get wasted at fishing camp

He is also the plant manager

“D” is a heavy social drinker that never gets in any trouble, but he likes to get wasted at fishing camp

He is the line supervisor

“E” is a functional chronic alcoholic with an impeccable work record – the department “Go To Guy”

Doesn't drink any more or less at camp – has a daily quota.

Who cooks the meals at camp?

Who pulls his drunken friend out of the lake?

Who's going to intervene regarding “E” Drinking at work?

Guilt
By
Association

Meet “F” (Things we see)

Comes to work 30 minutes before shift

Has a coffee in the lunch room

Talks about sports/politics/religion

Goes to relieve his co-worker at 5 minutes before shift time.

For the past week he has been coming in 1 hour before shift (Why?)

Sits quietly reading yesterday's paper (Why?)

Hardly speaks – leaves the room before the rest of the crew and relieves his co-worker 35 minutes before shift time (Why?)

Why don't we ask?

*Because peoples personal
problems are:*

“None of my Business”

“F” (The things we don’t see)

He has a 15 year old daughter

She is pregnant (Sexual Abuse)

He can’t sleep or eat

**He is having both suicidal &
homicidal thoughts**

**He runs the press that can kill
“YOU” in a instant**

Would you like some
intervention about
now?

Industrial Fatality Fact

***Very seldom does the
person with their
finger on the button
die***

So – You either believe that
ABUSE in an Illness, or you don't!

Definition of illness:

“An unhealthy condition of the body
or mind”

If you saw the symptoms of Heart disease what
would you do?

Why?

Because you have been taught
what to do

So we need to address the Myth

***“I Don’t get involved in
people’s personal
problems.”***

It’s just not true

- The reality is – we always get involved in peoples personal problems.
- When we know what to do.
- So if a similar situation to the ones we have covered was happening in your life
- What would you want us to do?

Would you want us to watch
while you harm yourself –
destroy your family – jeopardize
your employment & pension –
or maybe even kill a co-worker.

Or would you rather we
intervene and try to get you the
best help available?

Thou shalt not be a victim.

Thou shalt not be a
perpetrator.

Above all, thou shalt not be a
bystander.

Taken from the Holocaust Museum

Interventions:

Interventions are done with the utmost of discretion and confidentiality.

An intervention by EAP is not part of the discipline system.

Employees “ALWAYS” have the right to decline EAP Services.

However “**Health and Safety**” is everybody’s Accountability

EAP Services

Personal and Group Counseling in:

Stress Awareness and Management

Anger Awareness and Management

Marriage and Family Counseling

Addictions (Alcohol, Drugs, Gambling, Nicotine, etc)

Financial Problems

EAP People

Evelyn Weller *M.Ed.*

945-2227

*Marriage, Family, Depression, Stress, Anger,
Smoking Cessation*

Randy St John *I.C.A.D.C.*

945-3985

*Addictions, Financial, Stress, Anger,
Workplace Interventions, Smoking
Cessation*

EAP People

- 28 Referral Agents
- Hard Hat Sticker “Ask Me About EAP”
- Good Listeners that can make Confidential referrals to the appropriate Professional
- They are not counselors
- Trained to know “Who’s Who” and “How to get there”

EAP People

Steve	Bohdaniec	3320	Cold Mill
Vince	Boudreau	4583	Admin Building
Perry	Breckenridge	2271	Plant Security
Frank	Bruni	2624	Admin Building
Ron	Charron	4682	Trans west
Brian	Coghill	2847	Shops
Darwin	Crozier	4246	Steel Making
Greg	Cudmore	4598	Steel Making
Ron	Gibson	2570	Quality Blanks
Eric	Greaves	2056/2649	Coke Making
Barb	Harrison	4430	Masonry
Paul	Hennessey	3306	Cold Mill
Dan	Iozzo	4182	Plate & Strip (Finishing)

EAP People

Calvin	King	2659	Coke Making
John	Lacrosse	3482	Crane Repairs
Dan	Lelievre	3978	Welded Beam
Colleen	MacDonald	2241	Medical
Ken	McAuley	3567	Stores
Murray	McLean	254-2724	2724 Office
Peter	McNichol	2230	Compensation Office (HR)
George	Murdock	4537	Product Control
John	Palmer	3484	Plate & Strip (Hot End)
Mike	Pedalino	4096	Utilities
Sam	Piranio	3658	Cold Mill
Jim	Scali	4273	Blast Furnace
Paula	Shook	3258	Quality Blanks
Glenna	Wasylewick	2453	Tagona Scales
Ron	Scali	4857	Direct Strip

If you can't Remember

Call 911

- In-plant cell phone call **945-2271**
- Security has access to EAP
- Or take the individual directly to the Sault Area Hospital Emergency and ask for the Crisis Worker