

Who we are and what we do...

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EAPA CT Chapter President's Message

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As EAPA members, specifically CEAP's, we are consultants to both labor and management. We possess an intrinsic understanding of that unique collaboration. We can be a part of the mechanism that peak production depends on if positioned to do so. Assessment, referral, possibly some short-term counselling and follow up is what we do as EA Professionals.

EAPA does not have exclusive rights to the alphabet. Many entities call themselves EA providers, many employers and benefits managers only see the initial cost as the bottom line. This myopic view misses the fact that the ability to be on site or even to meet face to face, whether as an internal or external EAP, limits the reach for follow up and successful outcomes. It also forces the folks in HR or management to diagnose in order to recommend certain treatments such as "anger management" or "addiction counselling" If not properly trained in such assessments, this can make it go from bad to worse in a hurry.

Our field began around 80 years ago due to the effects of alcoholism in the workplace. Organized Labor and business management worked in unison. With verifiable successes it quickly spread from work to home and to many issues other than just alcohol. A few decades of industry downsizing and off shoring of jobs resulted in a waning of many EA programs. Today, EAP improves productivity, saves jobs and at times saves lives. The ability to intervene early with access to the key players provides the ability to close the loop and create positive change from the lessons learned. There is a resurgence of this particular style of operating within Organized Labor. The word of mouth supports its effectivity and is becoming more formally recognized by business. The

clinical side is a huge part of the Employee Assistance process and most referrals continue to reflect that.

The continuum of care from the initial management (or other) referral to the return to full productivity, in my belief, is underlined and supported by trained, accountable and ethical Employee Assistance Professionals. Thank you again for who you are and what you do.

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