

April a reminder to focus on workers' physical and emotional safety

With April being the Employee Assistance Program (EAP) Awareness Month and April 28 being Workers Memorial Day, now is a good reminder to account for the physical and emotional safety of yourself, your co-workers and your family.

Dignity and Respect

On April 28, NALC and the other unions of the AFL-CIO observe Workers Memorial Day to remember those who have suffered and died on the job and to renew the fight for safe jobs that respect workers' rights.

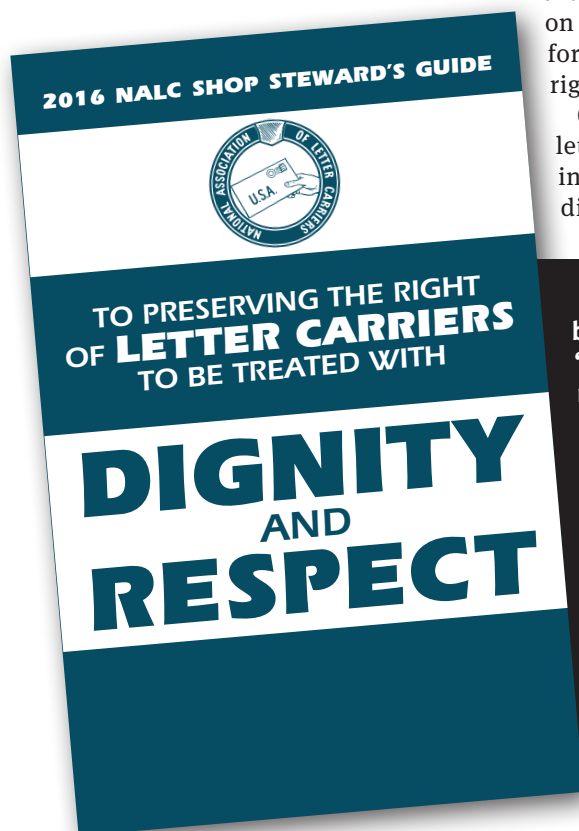
One way to fight for good, safe letter carrier jobs is by upholding our right to be treated with dignity and respect. NALC has

worked with the Postal Service to highlight management's obligation as well as both parties' intent to ensure a safe working environment free of threats, intimidation, harassment and violence.

NALC developed the *NALC Shop Steward's Guide to Preserving the Right of Letter Carriers to be Treated with Dignity and Respect*. The booklet, available on the "Members Only" portal at nalc.org, brings the various tools, documents and guidance related to dignity, respect and violence prevention together, providing a resource to assist branch representatives.

The guide takes a shop steward through the five key elements necessary for successful grievance handling. The booklet also addresses how to document important events on the workroom floor that may later be used in support of grievances. The booklet contains a copy of the Joint Statement on Violence in the Workplace (M-01242), with guidance on which sections should be cited for different types of violations.

"Unfortunately, there still are instances of mistreatment of letter carriers," Rolando said. "It was the parties' intent that all postal employees would be able to work in a safe environment where they would receive the respect they deserved. We created this booklet to give NALC representatives guidance on using the tools available to stop the mistreatment of our members."



The *Dignity and Respect* book is available on NALC's "Members Only" portal. Only members can access it.

To register, go to nalc.org and click on the box in the upper right-hand corner of the screen labeled "Members Only," then enter the simple information required to create your account access.

If you have any trouble creating your account, call the NALC Membership Department at 202-662-2836.

Employee Assistance Program

EAP is a free, voluntary and confidential program that offers assessment, counseling, consultation, life coaching and training to any postal employee, and to family members living in the employee's household, to help with life's challenges.

"Many carriers never need EAP, but for those who do, it can be a lifesaver," President Rolando said.

Reasons a postal employee might turn to EAP include difficulty dealing with family, children, marriage, parenting, divorce, care for the elderly, child care, depression and other emotional issues, grief or loss, substance abuse, anxiety, job performance, and personal or work relationship problems.

EAP also helps postal employees support each other or deal with the repercussions of other people's challenges. If you notice a co-worker who may need help, you can contact EAP. The counselors will help you to size up the problem and to decide how to approach that person to offer help, including possibly referring the co-worker or family member to EAP.

EAP is jointly administered by NALC, other postal unions and USPS. All EAP counselors have a minimum of a master's degree in counseling or social work, as well as clinical experience in dealing with a wide range of personal and workplace concerns.

Communications with EAP are confidential—your privacy is protected by strict federal and state confidentiality laws and regula-

tions and by professional ethical standards for counselors. Letter carriers seeking EAP services may call 800-EAP-4-YOU (800-327-4968) or go to eap4you.com. **PR**



EAP Life Coaching

Offered to you by your
Employee Assistance Program

The purpose of coaching is to develop personal strengths by

- Promoting self-awareness
- Clarifying vision
- Exploring values, intentions, and goals
- Enhancing skills to reach those goals

Life coaching can help you

- Keep on track with finances
- Meet your weight loss goals
- Increase your organization skills
- Attain personal growth

Sound like something you would like to try?

Come see the benefit for yourself and take that next step towards success!

By building on your strengths, life coaching helps you to clarify and set goals.

Coaching can be done face-to-face or by phone in order to accommodate location and time limitations.



800-327-4968

(800-EAP-4-YOU) TTY: 877-492-7341
www.EAP4YOU.com

As with all EAP services, coaching is free, confidential, and voluntary.

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