



A supportive program to provide active NLTA members with assistance for personal or professional challenges and to foster healthy lifestyles through the Wellness Program.

- **Confidential** • **Prompt service**
- **Access to professional counsellors**

The Employee Assistance Program

Access to the program is through contact with an EAP Coordinator who will provide the initial consultation, referral to an external counsellor and follow up.

Intervention

- provides initial consultation, referral and follow up,
- offers crisis intervention,
- offers confidential support to cope with personal issues that are affecting overall health and job performance,
- offers preventative and health-promoting support,
- benefits active NLTA members, schools and school districts, by enhancing the health of valued employees.

Eligibility

All active NLTA members employed in the province by school districts or the provincial government can access the Program.

Note: Individual coverage for spouse/partner or dependents is not available.

Each active NLTA member has available a \$2,000 lifetime funding limit. The program will cover private counselling up to a maximum of \$40 per hour.

Wellness Program

Prevention

The Wellness component of the EAP offers a variety of services to individual active NLTA members, groups or the entire staff.

The Program is designed to give active NLTA members a foundation to achieve optimal health through skills enhancement and support for healthy lifestyle choices.

Resources can be obtained by contacting an EAP Coordinator or by visiting the NLTA website, www.nlta.nl.ca.

Mediation

Mediation and facilitated conversations enhance both components of the Employee Assistance Program.

Wellness Workshops

These custom designed workshops are available to assist in enhancing current health status or to assist those experiencing, or anticipating, difficulties on a specific issue. Workshops offer the opportunity to learn and practice skills which support optimal health. These vary in length and can be offered individually or as a series during or after school hours.

Workshops or presentations require advance notice to allow adequate time for preparation of content and supplemental materials to meet unique settings and needs.

Workshop topics include, but are not limited to, the following areas:

Emotional Well-being

- Anger
- Assertiveness
- Attitude/Resilience
- Expectations
- Loss and Grief
- Self Esteem

Physical Health

- Health and Well-being
- Lifestyle Choices
- Stress Management

Relationship Skills

- Communications
- Conflict Prevention/Resolution
- Respectful Workplace
- Team Dynamics

Self Improvement

- Achieving Goals
- Balancing Life
- Change Management
- Decision Making
- Self Assessment

Other workshops can be developed and offered upon request.

School District approval must be obtained before a workshop can be held during the workday.

For a current list of wellness resources check the EAP section of the NLTA website (www.nlta.nl.ca).

Common Concerns

Challenges can be experienced in a variety of life areas. EAP support is only a phone call (or email) away. Some common problem areas include:

- Abuse (Emotional, Physical)
- Addictions
- Balance (Home, Personal, Work)
- Career Expectations (Others, Self)
- Caregiving
- Health (Emotional, Physical, Spiritual)
- Mental Health Problems
- Parenting
- Relationships (Personal or Professional)
- Stress Management
- Grief and Loss

Take the first steps to better health:

- Recognize need for support
- Call an EAP Coordinator
- With the Coordinator, identify the direction to be taken.

Note: Although you may not notice when issues are affecting you, if others have, your administrator may encourage you to seek support through the Employee Assistance Program.



**For more information, contact
one of the EAP Coordinators:**

Judy Beranger, ext.265
jmberanger@nlta.nl.ca

Gail Carroll, ext.242
gmcarroll@nlta.nl.ca

Phone: 726 – 3223
1 – 800 – 563 – 3599
(in-province)

Fax: 726 – 4302
1 – 877 – 711 – 6582
(in-province)



**Employee Assistance Program
Newfoundland and Labrador
Teachers' Association**

**3 Kenmount Road
St. John's, NL A1B 1W1
www.nlta.nl.ca
mail@nlta.nl.ca**

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Government of Newfoundland & Labrador
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