



# EMPLOYEE ASSISTANCE AND PEER ASSISTANCE PROGRAMS



<b>PRIMARY</b> <i>Before pain, injury, and opioid use</i>	<b>SECONDARY</b> <i>Post-injury</i>	<b>TERTIARY</b> <i>Post substance-use disorder (SUD)</i>
Prevention of pain and injuries	Access to treatment and appropriate pain management	Access to SUD treatment and recovery support
Health and safety committees/programs	Paid sick leave	Employee Assistance Programs/peer support programs
	Return-to-work accommodations	Naloxone/training in the workplace
<p align="center"><b>OPIOID AWARENESS</b></p> <p align="center">Address cultural issues regarding help-seeking, stigma</p>		

Source: Dr. Letitia Davis, Massachusetts Department of Public Health



# Labor Assistance Professionals (LAP)



- LAP: established 1991 to promote development of peer-based member assistance programs (MAPs) within the labor movement.
- LAP organized to help reform the dysfunctional health care system that makes health care increasingly unavailable and unresponsive to the needs of drug- and alcohol-abusing workers.
- As insurance companies restricted access to treatment, LAP has advocated for worker self-help and mutual aid through trained MAPs.
- MAPs define drug use at work as unacceptable, as it creates safety risks and impairs job performance.

# Member Assistance Programs (MAPS)

- **MAPs** mobilize peer counselors—trained union members who volunteer to prevent substance use, motivate co-workers to accept referral for treatment, and support them when they return to work.

- —Union members helping each other to stay clean and sober.

- <https://www.laborassistanceprofessionals.com>



# IUOE Local 478, Hamden, CT, Case Study

- Formed member assistance program (MAP) after the Kleen Energy explosion that took the lives of 6 workers, 2/7/2010.
- Assistance from Labor Assistance Professionals (LAP).
- The International Union approved hiring 2 certified mental health/substance use counselors.
- All but 2 of the hundreds of contractors under a collective bargaining agreement are supporting the program.



# IUOE Local 478 Case Study Continued

- Peer meetings on Thursday nights at the union hall open to family members and nonunion workers.
- Half-hour education by specialist followed by peer support meeting.
- Peers being trained to be certified peer advocates.

