



**UNION
WORKFORCE
INITIATIVE** ✓

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Dear Local Leader,

Many of you are familiar with the services I have provided for over 30 years to union leadership and their members as a Certified Employee Assistance Professional (CEAP) with cases involving mental health and addiction disabilities.

Employee representatives face very hard choices as managed health care initiatives reduce benefits, deny members and their family's treatment and make the case for returning to work harder to construct after treatment. Harsh discipline cannot be avoided if members do not establish a treatment protocol. Insurance companies are making this even more difficult by denying proper care. When members relapse or fail to respond to therapy because they are denied appropriate treatment, their case becomes almost impossible to adjudicate.

Federal guidelines make it mandatory for some employees to be subjected to drug/alcohol screening if their behavior is suspect, or if they are post-accident. Members and their unions need expert advice on how to cope with employment-threatening medical symptoms.

Healthcare Assistance with Member Support will help you:

- Learn how to represent members in distress.
- Maximize your options by learning alternative strategies under the Family Medical Leave Act.
- Use the Americans with Disabilities Act for effective representation and to mitigate discipline.
- Acquire the information you need to help you access proper care for members.
- Utilize appropriate treatment and counseling to assist members' return to work.
- Intervene effectively to defend members' interests when the employer threatens to compel them to submit to drug/alcohol tests or psychiatric evaluations.
- Discover how employers are infringing on members' privacy and using confidential information to fire, discipline or deny employment to your members and potential members.
- Prepare case histories to gain experience in representing members with special needs.

Union Workforce Initiative provides members and their organizations with all the medical services they require to get the proper care, legal support and medical documentation to avoid punitive discipline. Also, effective intervention helps construct the protocol needed to mitigate discipline, save jobs and maintain fitness for duty.

Thank you for your many years of confidence and support. I look forward to continuing to serve as your single point contact for member assistance.

Sincerely,

Terry Livorsi, CEAP
Director of Educational Affairs
1-877-568-1416

UWIUSA.com

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EMPLOYEE SIGNS & SYMPTOMS ON THE JOB



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- Low productivity, carelessness, takes needless risks
- Poor concentration, deteriorating work habits
- Unexplained absenteeism, persistent tardiness, inappropriate use of FMLA, disregards consequences
- Interpersonal problems on the job – inability to get along with co-workers/supervisors
- Outbursts, anger management issues, and/or aggression
- Avoidance and isolating at work (i.e. excessively long lunch breaks)
- Higher than average accident rate and Work's Compensation claims
- Inconsistent work quality, frequent mistakes, blames others for poor performance
- Inappropriate conversations at work about personal problems, unpaid loans from co-workers
- Conduct unbecoming of an employee
- Off-Duty Conduct: DUI, domestic abuse, other arrests
- Exhausting all available time
- Inability to provide documentation to return to work fit for duty

For more information contact us on

877-468-1416

or visit our website

www.UWIUSA.com