

Employee Assistance Program

An Employee Assistance Program, (EAP) is an employee benefit offered to companies designed to assist employees and their families in identifying and resolving personal or work related concerns. The EAP is a confidential assistance program focusing on brief resolution counseling, resource and referral options, consultation and training opportunities. ThedaCare offers an EAP whereby employers pay a flat rate of \$1,030 per year which covers all employees, and now, if you are an employer with 1 to 30 employees, you qualify for the program benefits as listed below and will pay only \$31 per employee, per year.

EAP Consortium

- Available to employers with 30 or less employees
- Counseling services
 - Six sessions, per person, per issue
- Training Services
 - Group EAP orientation and supervisory in January
 - Mid-year Utilization Report review with seminar
- Marketing Materials
 - Newsletter
 - Poster
 - Home mailer
 - Post cards
- Additional Services*
 - Human resources consulting
 - Critical incident stress response
 - Back to work meetings
 - Termination meetings
 - Employer consultation
 - Mediation

Rate:

\$31/person per year

\$160/hour - Additional Services

Contact Polly Elrod, 920.831.6811 for more information.

* hourly rate applies



Frequently Asked Questions

Q: What is the Employee Assistance Program (EAP)?

A: EAP offers professional guidance to you and your family members when personal or work-related problems become difficult to manage alone. EAP offers assessment, short-term counseling and referral information to employees and their family members.

Q: Which companies are eligible to participate in the EAP?

A: This service is available to Fox Cities Chamber members with 30 or fewer employees.

Q: How is ThedaCare helping companies market the EAP program?

A: ThedaCare has created several marketing materials, including a newsletter, poster, home mailer and post cards to help you share the information with your employees.

Q: Is there a fee?

A: EAP services are \$31/person per year. An EAP counselor will assess if your issue can be resolved in the number of sessions you have available.

Q: What is included in an EAP?

A: Six sessions, per person, per issue are included in your EAP. If your issue cannot be resolved during your available visits, your EAP counselor will refer you to a provider who's best suited to address your needs. Once referred, you will be responsible for payment.

Q: What types of problems are seen through the EAP?

A: Although you may call for any type of concern or problem, there are some issues that are handled more frequently through the EAP. Some common problems include:

- Problems with a supervisor or co-worker
- Depression or anxiety
- Grief and bereavement
- Family, marriage and other relationship issues
- Gambling
- Trauma
- LGBTQ issues

- Attention difficulties
- Domestic violence
- Addictions (drug, alcohol, sexual, gambling, shopping, internet etc.)
- Eating disorders
- Child and adolescent issues
- Child-parent problems
- Stress related illness
- Coping with chronic illness
- Financial problems

Q: What other services are available through the ThedaCare EAP?

A: We offer a variety of other services, including:

- Human resources consulting
- Critical incident stress response
- Back to work meetings
- Termination meetings
- Employer consultation
- Mediation

Q: What about confidentiality?

A: All services are confidential, unless you give us written permission or if mandated by law. The EAP counselor will discuss the issue of confidentiality fully with you prior to or at your first appointment.

Q: Does using EAP affect my job?

A: No record of your contact with EAP will be provided to your employer without your written consent. If your job performance is significantly affected, your supervisor may recommend EAP to you as a resource for you to use to resolve any personal or work related problems that may have negatively impacted your performance. The goal is to improve your personal well-being and work performance.

Q: How can I contact the ThedaCare EAP to learn more?

A: You can talk with someone about EAP by calling 920.749.2390 or 800.236.3666.