

Article #

Employee Assistance Program

Section 1. Graduate Student Workers (GSWs), their spouses/domestic partners/cohabitating partners, and dependents, as well as all other adult household members, shall be entitled to participate in the University's Employee Assistance Program (EAP) at no cost to GSWs.

Section 2. The University may not unilaterally make changes to the EAP program without the consultation and consent of the Union.

The EAP program shall maintain coverage for the following services, at a minimum:

- a. Counseling (including but not limited to: face-to-face, telephonic, online therapy, and in-the-moment therapy);
- b. Work/life referrals (including but not limited to: adoption, adult care, child care, new parent, and educational services);
- c. Coaching;
- d. Financial consultation (including but not limited to: budgeting resources, financial assistance, banking and credit, debt and bankruptcy, financial literacy, estate and retirement, resources for insurance, investing and taxes);
- e. Legal consultation (including but not limited to consultation relating to: businesses and corporations, cars and tickets, child care, consumer law, contract information, criminal law, debt and bankruptcy, divorce and child custody, identity theft, immigration and expatriation, independent contractors, insurance resources, internet law, landlords and tenants, lawsuits and mediation, marriages and living together, neighbors and pets, patents and trade secrets, personal injury, real estate, retirement and elder care, taxes and audits, trademarks and copyrights, and wills and estates);
- f. Training and webinars for professional and personal development;
- g. Substance use disorder education;
- h. Health resource library;
- i. Crisis support.