

solid group plans made simple

TLA EFAP - EMPLOYEE & FAMILY ASSISTANCE PROGRAM

Supporting Substance Abuse Program Compliance

According to the Conference Board of Canada, substance abuse costs the Canadian economy an estimated \$40 billion each year. Substance use is linked to numerous workplace issues including absenteeism, lost productivity, on-the-job accidents and injuries, sick leave and health benefits claims, workplace violence and harassment. Substance abuse is predominantly alcohol-related; however the marijuana and the increase abuse of prescription opioid drugs also impact employees in the workplace.

Forest industry licensees are enforcing safer workplaces, by requiring truck logger organizations, contractors as well as others with employees in safety sensitive positions, to create a comprehensive alcohol and drug (D&A) policy. TLA members may be required to implement supervisor training and employee awareness, and must provide support services for substance abuse. The TLA Employee and Family Assistance Plan (EFAP) forms the support component of the new forest industry substance abuse initiative, and will assist TLA member organizations in being compliant with the new forest industry safety standards.

The Truck Loggers Association EFAP

The TLA program provides voluntary, **confidential** and immediate access to professional assessment, counseling and referral services for employees and their families to help resolve a wide-range of personal and work-related concerns, including substance abuse. The EFAP is automatically included in the TLA small group (1-9 employees) benefits plan, and is an option to include in the benefits plan for members with 10 or more employees. Members who are not part of a TLA benefit plan can arrange EFAP only coverage and take advantage of the TLA's block pricing.

TLA BENEFIT PROGRAM

Through our partnership with Johnstone's Benefits, TLA members can purchase comprehensive employee benefit plans specifically designed for member firms from sole proprietors to larger companies.

The TLA program covers permanent, non-seasonal employees who work at least 20 hours per week. Contractors and sub-contracts may also be eligible.

TLA plan options include Life, AD&D, Extended Health, Dental and Short & Long Term Disability benefits.

Members can also add other benefits including a group RRSP, health spending account (HSA), Employee Assistance Program (EAP) for employees & their family, and industry leading optional benefits



EFAP Substance Abuse Support

Substance abuse in the workplace is often linked to mental illness, which is now the fastest growing reason for disability, having overtaken cardiovascular disease. This is why employee wellness is the focus of the TLA's EFAP.

TLA, members are offered counseling services in person, by telephone or online, although the preferred method of addiction counseling is in person. In addition to substance abuse, EFAPs can help with problems such as:

- Pressure at home or work
- Conflicts and relationship issues
- Depression
- Financial or legal troubles
- Bereavement

Substance Abuse Counseling

Employees and their dependents can attend between three and six sessions with a counselor specializing in substance abuse. If the EFAP counselor feels that the person requires specialized, long term support, they will refer them to an appropriate community resource such as a detox program or for inpatient treatment. Such outside services would be at the person's own cost. In addition, the person could continue to meet with their EFAP counselor at their own cost.

Additional Services Available

Not included in the core plan, but available on a fee-for-service basis, Homewood Health can provide TLA members a Substance Abuse Assessment (a two hour structured clinical interview and psychometric testing) by a Substance Abuse Expert certified Registered Psychologist. After the assessment, a court

defensible report is provided which in addition to a diagnosis, identifies fitness for work, treatment recommendations and random testing recommendations.

Homewood Health also offers outpatient treatment for addictions in Vancouver, Calgary, Edmonton, Montreal, and most recently in Mississauga.

If you would like any information about the TLA EFAP or these fee-for-service options, please contact us!

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