



Plumbers & Pipe Fitters Local Union No. 422 Health & Welfare Fund

March 1, 2008

Dear Member:

All of us experience problems in our life at one time or another. Most of the time, we manage perfectly well on our own. However, occasionally we may need additional help dealing with home and/or work place challenges that can disrupt our life as well as the lives of our family. Knowing where to turn when these problems arise can be difficult.

For that reason, we wish to inform you that the Fund now offers a Member Assistance Program (MAP) with integrated Work-Life Services. The MAP provides you with access to free counseling services designed to help you and your family deal with a variety of situations such as:

- Alcohol and drug abuse
- Marital and family problems
- Adolescent and child difficulties
- Divorce and separation adjustment
- Job-related stress
- Legal and financial difficulty
- Death of a loved one
- Other personal and emotional problems.

The Union Select Work-Life Services program also offers free access to Web-based resources and information for daily living, emotional well-being, family & caregiving as well as health & wellness issues.

The Fund has contracted with Employee Resource Systems (ERS) to administer the MAP and Union Select Work-Life Services Program. ERS counselors are licensed mental health professionals with experience helping people get through difficult times. ERS counselors will work with you or your family member, either over the phone or in person when possible, to identify and evaluate your concerns.

Through the MAP program, you and or your family members can receive up to six (6) free counseling sessions per incident with an ERS counselor. There is no cost to you for these sessions. If the ERS counselor believes an issue cannot be addressed in three sessions or if a more intensive level of care is required, you or your family member will be referred to a licensed mental health practitioner, which may include a licensed psychologist, clinical social worker, clinical professional counselor, or marriage or family therapist.

An ERS counselor can help you or your family members outline a course of action to get the services you need to treat your problem. However, you decide what you want to do and which source of help you will use. The cost of additional services to treat your problem, beyond the sessions provided by the MAP, will be your responsibility.

When you or a family member has a personal problem, you can contact an ERS counselor 24 hours-a-day, 7-days-a-week by calling **1-800-292-2780**. Local ERS representatives are available from 8:30 a.m. until 5:30 p.m., Monday through Friday. After standard business hours, the ERS phones are answered by a clinical response team who can provide immediate assistance.

Confidentiality is key. In general, all services provided by the MAP are completely confidential and your records will not be released without your written permission. However, in extreme circumstances, such as child abuse, elder abuse, suicide, or homicide threats, the MAP may have to take action to protect the life and safety of those believed to be in harm's way.

We encourage you to take a few moments to read the enclosed MAP Brochure and Union Select Work-Life Services Flyer, which explain both of the programs in greater detail. We are pleased to offer this benefit for you and your family and we encourage you to take advantage of the services offered, if the need does arise.

If you have any questions about the MAP, Union Select Work-Life Services or your benefits in general, please contact the Fund office at (555) 555-5555.

Sincerely,

Fund Administrator

Encl.