

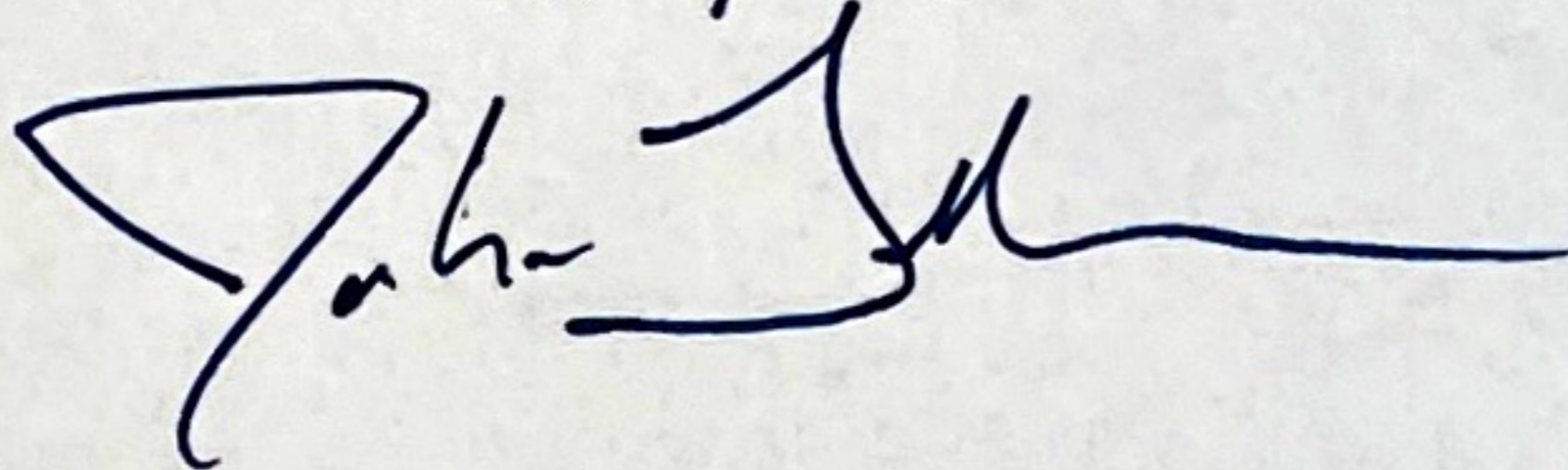
CITY PROPOSAL – EMPLOYEE ASSISTANCE PROGRAM FOR PART-TIME UNBENEFITED EMPLOYEES

City Proposed Language:

13.6 Employee Assistance Program (EAP). The City recognizes that professional counseling is an important benefit to assist employees in ~~resolving~~ addressing personal and family ~~problems-issues~~, which may ~~be adversely otherwise-affecting~~ the employee's job performance and well-being. Through the EAP, licensed counselors are available to help employees ~~resolve~~ address issue ~~problems~~ and identify strategies for coping with difficult situations. The City will provide an EAP benefit plan for full-time employees, ~~and~~ for part-time employees eligible for benefits under Section 7.8.2 of this Agreement, and for part-time unbenefited employees in MEF, and will continue such benefits at their current level during the term of this Agreement. Effective January 1, 2024, the City will provide each part-time unbenefited employee in MEF, up to five (5) visits per issue type per 12-month period.

Employees are encouraged to contact the Employee Benefits Division at 535-1285 or email HRBenefits@sanjoseca.gov for details regarding this ~~benefit,~~ or benefit, or visit the Human Resources benefits webpage. ~~contact the plan provider for appointments or further information.~~

TA 4/19/23



Cindy Harlin

Burke A. Murphy
for the City of
San José
4/21/23