

Employee Assistance Program (EAP)

An especially useful benefit of being a PACIF member is that your employees and the people living in their households have free access to an employee assistance program (EAP) through the Vermont-based Invest EAP. **The wide range of EAP services includes:**

- **24/7 access to counselors at 800-287-2173**

- Online information and tools at investeap.org
- In-person counseling sessions for short-term purposes
- Counseling and referrals for mental health or [substance use issues](#)
- Resource and referral information for medical, eldercare, and childcare issues
- Referrals to a legal or financial specialist for specific issues
- Relationship, family, and parenting assistance and referrals

Specific services are available to PACIF member management teams and can be accessed directly by calling 888-392-0050. These include:

- Consultation and guidance for managers whose employees are experiencing personal issues or workplace conflicts
- Trainings to explain EAP benefits to your employees, held either remotely or at your location when COVID-19 is not a threat
- [Referrals](#) to substance abuse professionals as part of our drug and alcohol testing program for [commercial motor vehicle operators](#).
- Critical incident stress debriefings after traumatic incidents in the workplace

Mental health and wellbeing services for Vermont's First Responders are also available through EAPFirst. Services include expert trauma-informed clinical support, individual counseling, critical incident stress debriefings, and assistance in building a skilled peer support network. All Vermont municipal police, fire, and emergency response personnel (as well as anyone living in their households) may learn more on the EAPFirst website and contact EAPFirst any time at 1-855-EAP-1NOW for support.

To learn more about EAP services, call Invest EAP at 1-800-287-2173 or visit the website, investeap.org. You will be prompted to create a login. The organization password is vlct. Once you've logged in, click on the Benefits tab to view the EAP Employee Orientation video.

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