Employee Assistance Program (EAP)

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VLCT PACIF understands that the dedicated employees serving Vermont municipalities have to balance the demands of work, family, and personal responsibilities. Stress, burnout, and personal challenges can overwhelm anyone at any time. That's why we provide member employees and the people who live with them free access to Invest EAP, an Employee Assistance Program that offers confidential and free resources designed to support their well-being.

PACIF encourages municipal leaders, managers, and supervisors who encounter a struggling employee to suggest that the employee reach out to Invest EAP for assistance in getting through their challenges.

What is an EAP?

An Employee Assistance Program (EAP) is a professional support service that provides access to confidential counseling, resources, and guidance to navigate life's challenges. Whether employees are facing work-related stress, have personal struggles, or need someone to talk to, Invest EAP is here to help them.

Core Services Provided by the EAP

- **Confidential Counseling** – Professional, short-term counseling sessions for stress, anxiety, depression, grief, relationship issues, and more
- **Work-Life Balance Support** – Guidance on managing responsibilities, parenting, eldercare, and other personal obligations
- **Financial and Legal Consultation** – Access to financial planning resources and legal assistance for budgeting, debt management, or estate planning concerns

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- **Substance Abuse Support** – Help for individuals or family members who are struggling with substance use or addiction concerns

- **Crisis Intervention** – Immediate support during critical situations, including workplace incidents, trauma, or personal emergencies.

Specialty Services for Municipalities that are VLCT PACIF Members

- **EAPFirst** – **EAPFirst**(opens in a new tab) is a confidential statewide program created specifically for first responders. This small group of carefully vetted counselors differs from the broader pool of EAP counselors. Each has experience in treating individuals exposed to trauma and has a dedicated interest in serving first responders.

- **SAP Services** – Substance Abuse Professional (SAP) services are available for public works employees or any other employee in a position regulated by the U.S. Department of Transportation. Designated Employer Representatives (DERs) can call the EAP Management Consult Line at **888-392-0500** to request an SAP referral. (See PACIF's Commercial Motor Vehicle Operations Manual for more information.)

Why Use Invest EAP's Core Services?

Feeling overwhelmed, burnt out, or stressed can seriously impair a person's job performance, relationships, and overall quality of life. Invest EAP offers safe and supportive resources to address these concerns before they become bigger challenges. Seeking help is not a sign of weakness — it's a proactive step toward

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maintaining a healthy and balanced life. PACIF encourages municipal leaders, managers, and supervisors who encounter a struggling employee to suggest that the employee reach out to Invest EAP for assistance in getting through their challenges.

How to Access Invest EAP's Core Services

Using Invest EAP is simple, free, and completely confidential. Any employee of a PACIF member organization, or anyone who lives with an employee, can contact Invest EAP directly at **866-660-9533** or **go online to schedule an appointment**(opens in a new tab). No information is shared with the employer, ensuring the individual's privacy and comfort when seeking support.

In an organization, the employees' well-being is essential, and for PACIF members, help is available whenever their employees need it. Don't hesitate to reach out and take advantage of this valuable resource. Invest EAP is ready, whether the need is for guidance, counseling, or just a listening ear.

For more information, contact Invest EAP at **866-660-9533** or visit **www.investeap.org**(opens in a new tab). The organization password is **vlct.**

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