

Employee Assistance Program

Fast Facts:

- Benefits for treatment of inpatient mental health or alcohol and drug abuse are payable only when they've been pre-approved by the Employee Assistance Program (EAP).
- Contact the EAP through Modern Assistance Programs (MAP) by calling 1-800-878-2004.

Substance Abuse, Mental Health and Counseling Benefit

Employee Assistance Program (EAP) services are available to all participants and dependents who are eligible for health benefits under the Plan. Modern Assistance Programs (MAP) is the Fund's EAP provider. The EAP provides treatment for substance abuse, mental health benefits and professional counseling for personal problems.

Counseling for Personal Problems

MAP representatives are available to assist you in obtaining counseling for family problems, stress related disorders, marital difficulties or financial problems.

If you or your eligible dependent wants confidential assistance with a personal or family problem, call the personnel at the EAP office to make an appointment to discuss the situation. Whatever is discussed with the EAP representative is absolutely confidential. No information can be released by the provider without written permission of the person receiving counseling. This is a state and federal law!

The Choice is Yours

You may make the decision to call the EAP on your own if you feel you would benefit from the services the program can provide. If your business agent, steward or foreman suggests you contact an EAP representative, IT IS NOT MANDATORY for you to do so. Your employer and supervisor are interested in your total well being. Getting the right kind of help early may keep a minor problem from becoming a serious problem.

Approval Required

All members or eligible dependents must be approved by MAP for a hospitalization related to alcohol dependency, drug abuse or psychiatric issues.

If you feel there is a life threatening emergency and you cannot reach a MAP representative, you should go to the emergency room of the nearest general hospital, as you would in any emergency. Make sure that a MAP representative is contacted by you or on your behalf within 48 hours of the hospital visit.

Contacting MAP

Call Modern Assistance Programs (MAP) directly at 1-800-878-2004 seven days a week for counseling, mental health or substance abuse treatment. If a MAP representative is not available, leave your name and phone number and someone will return your call promptly.

Employee Assistance Program Benefits

	In-Network	Out-of-Network
Counseling Services	Provided by MAP representatives free of charge.	
Inpatient Substance Abuse	90%; \$10,000 maximum per calendar year, \$15,000 lifetime maximum	60%; deductible applies \$10,000 maximum per calendar year, \$15,000 lifetime maximum
Inpatient Mental Health Benefit	90%; 60-day lifetime maximum	60%; deductible applies 60-day lifetime maximum
Outpatient Substance Abuse	100%; \$20 copayment maximum of 25 visits per calendar year*	60%; deductible applies; maximum of 25 visits per calendar year*
Outpatient Mental Health Benefit	100%; \$20 copayment; maximum of 25 visits per calendar year*	60%; deductible applies; maximum of 25 visits per calendar year*

*Outpatient substance abuse and outpatient mental health visits are combined for a total maximum of 25 visits per calendar year.

IMPORTANT: After the initial hospital admission, each eligible participant may receive inpatient treatment for alcoholism or drug abuse two subsequent times as long as he or she completes the substance abuse program, complies with the after-care program and has not met his or her annual or lifetime maximums.

Expenses that are not Covered

- Any court ordered inpatient or outpatient treatment including but not limited to court ordered treatment for driving under the influence of alcohol or drugs;
- Treatment of substance abuse outside of the Commonwealth of Massachusetts requires prior approval from the personnel at Modern Assistance Programs;
- Treatment for substance abuse received in mental health hospitals; and
- Treatment ordered by your employer due to a failed drug/alcohol test.