

OEAP PARTICIPATION AGREEMENT (PA) UNION REPRESENTATIVE ROLE AND RESPONSIBILITIES

1. Request that management consider an OEAP Participation Agreement (e.g., suspension or removal) when appropriate. This request should be made when there is an actual personal problem affecting job performance.
2. Communicate all relevant information such as disciplinary hearings or other concerns regarding the employee to the OEAP Case Consultant, which may include termination of the OEAP Participation Agreement, termination of employment or reoccurring behavior problems in the workplace.
3. Provide support, guidance and direction to the employee.
4. Be available and encourage the employee to follow through with the Participation Agreement, if the employee is not meeting the requirements. Also, communicate with the employee when the expectations of the Participation Agreement are not being met.
5. If there is a change in Union representation, please notify OEAP.

Should you have any questions about the Participation Agreement process, please contact OEAP at 1.800.221.6327.