UNION REFERRALS

Labor representatives are in a unique position to motivate others to seek assistance. A member may confide in you, or you may become aware of personal problems long before a supervisor or administrator notices a change in the person's behavior or job performance. Representatives may be the most trusted of all those the employee deals with in the workplace, and, therefore, may be asked to give advice on personal matters. Becoming familiar and comfortable working with RIEAS will give you a resource when faced with this kind of challenge. Here are some suggestions when assisting a troubled colleague:

REFER EARLY

Do not ignore a developing problem. Chances are high it will only get worse. If a colleague brings the problem to you, urge them to seek assistance "early".

Do not become the counselor yourself. This is the easiest dilemma to get caught up in. You can show concern and support while urging a referral. "Joe, I really want to assist you in the best way I can. The problem you are telling me about is not something I am trained to guide you on. Let me put you in touch with someone at RIEAS who knows more about this and can discuss options with you."

HELP WITH THE FIRST STEP

Principals and other administrators have made the first call to RIEAS for someone and given them a private office to make that first conversation easier.

HELP WITH RECOVERY

People who seek help for the more serious and long-lived personal and family problems usually have ups and downs, even when the general trend is a positive direction. You can play an essential role by encouraging someone to contact RIEAS again if they are feeling discouraged, or has concerns.

Remember . . . the RIEAS staff wants to support your efforts. Picking up the phone and speaking with one of our consultants will make your job easier. We will discuss with you how to assist a particular employee and help smooth the way for a successful referral.

RIEAS

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