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ARTICLE 37: EMPLOYEE ASSISTANCE PROGRAM

The Washington State Employee Assistance Program (WA EAP) supports PEBB-eligible University of Washington employees and their household members to help identify and resolve personal concerns related to health, safety, and well-being.~~The Employer will continue to offer an Employer supported Employee Assistance Program for all employees covered by this Agreement. Employees can request, and Employer will consider, adjustments in schedule to allow access to the services of the Employee Assistance Program~~.The Employer and the Union will encourage and support participation in appropriate programs including the Washington State Employee Assistance Program.

WA EAP may presently be reached at eap.wa.gov or 877.313.4455. No employee's job security will be placed in jeopardy as a result of seeking and following through with ~~corrective~~ treatment, counseling or advice ~~provided that the employee's job performance meets supervisory expectations~~.

Employees can request, and Employer will consider, adjustments in schedule to allow access to the services of the Employee Assistance Program.

If an employee is unable to secure an appointment with a WA EAP counselor, attorney, or financial consultant outside of work hours, the University may provide reasonable release time from their regular work schedules to access such services.

Employees should follow their department's procedures for requesting release time and should provide as much notice as possible. Employees should work with their managers to ensure that time away from work does not impede critical operations.

The Employee Assistance Program will protect the confidentiality of those employees using their services.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Banks Evans C5469E99932C427...
Date: 9/18/2026	Date: 9/18/2026