

ARTICLE XX

EMPLOYEE ASSISTANCE PROGRAM

Working off Union proposal of 10/2/24

Section A The ~~Employer~~ University shall continue to offer an ~~Employer-supported~~ a University-supported Employee Assistance Program for all benefit-eligible employees covered by this Agreement. While final scheduling decisions are reserved to the University, Employees can request, and the ~~Employer~~ University will consider, adjustments in work schedule to allow access to the services of the Employee Assistance Program.

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

Section C The University may modify the Program from time to time and may change providers for its Program at any time. In the event the ~~Employer~~ University modifies the Plan or changes providers, the University will notify the Union in advance and provide information with regard to any such changes. ~~the new provider must give access to services comparable or better than those provided by KGA at the time this Agreement goes into effect.~~