



Oakland Bulletin



An organization of Professional, Technical, and Administrative Employees

Special Fire Edition/2016

The Oakland Fire and Local 21

As you are all aware, the recent Ghost Ship fire is a terrible tragedy for our entire Oakland community. In the scramble to find answers, some media and political narratives are starting to focus on city workers as possible scapegoats.

Everyone wants to know how this happened so this kind of tragedy can be prevented in the future. City workers are grieving with the rest of our community, and we want to take a moment to remind members of resources that are available.

Employee Assistance Program (EAP)

EAP is a resource to help you cope with this event. The City has a robust Employee Assistance Program that is available to all employees and employees' families. A copy of the City's EAP brochure is attached. EAP services are **free and completely confidential**. Please call **800-834-3773**.

The City is also offering "drop in" group sessions where employees can discuss their shared experience. Locations, dates and times are listed to the right.

Memorial Wall

Near Hearing Room 1 in City Hall, there will soon be a space inviting messages of condolences and support for those affected by the tragedy.

Public Records Requests

Public records requests related to the fire are pouring in and the City has requested these requests be forwarded to Amber Todd (ATodd@oaklandnet.com) in the City Administrator's Office to ensure they are coordinated and complete.

Media Inquires

If you are contacted by the media, refer the reporter to Amber Todd in the City Administrator's Office (ATodd@oaklandnet.com). It is NOT a good idea to make a comment to the media, even if you are being pushed to do so. "No comment" is also a right answer.

EAP Drop-In Sessions

Location	Dates/Time
Human Resources Dept. 150 FHOP, 2 nd floor	Tu, 13 th 1:00 pm M, 19 th 9:30 am
PWA, Broadway Conference 250 FHOP, 4 th floor	Tu, 13 th 9:30 am M, 19 th 1:00 pm
City Hall, Building Bridges 3 rd floor	Tu, 13 th 3:00 pm M, 19 th 3:00 pm
Edgewater, 7101 Edgewater Building 2, Lion Creek Rm.	M, 12 th 9:00 am F, 16 th 9:00 am
Police Admin Building 455 7 th Street	F, 9 th 1:00 pm M, 12 th 1:00 pm
Main Library 125 14 th Street	F, 9 th 10:30 am F, 16 th 1:00 pm

Weingarten Rights: Your Right to a Union Rep During an Investigation

Union members should **always request a representative when they are being questioned by a supervisor and the interview could potentially lead to discipline.**

When you get called into a meeting with management:

- 1) If you believe there is a chance this could result in disciplinary action, request a Union Representative.
- 2) You do not have to answer questions until a Union Representative is present. You cannot be disciplined for invoking your Weingarten Rights.

Know your rights because **you must request a Union Representative** to sure that you have an advocate who is experienced with investigations and can advise you on how to navigate the investigation and will help address any discipline that might arise.

Your Union Representative is on your side. Not having anyone as your advocate and witness could lead to inappropriate questions from your employer or turn a casual investigation to a more serious one. Protect yourself, and request a Union Representative!



For more information about Weingarten Rights, visit: <http://www.ifpte21.org/content/what-mistakes-are-members-making-could-cost-them-their-jobs> <http://www.ifpte21.org/know-your-rights/weingarten-rights> or scan the QR code below to go directly to page.



Contact Our Union

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Claremont EAP can help with:

- Marital/Relationship issues
- Parenting/Family concerns
- Substance abuse
- Depression
- Anxiety
- Stress
- Work concerns
- Legal issues
- Financial matters
- Work/Life referrals
- ...and other personal concerns
- Licensed professional staff
- Day and evening appointments
- Assurance of confidentiality

Some services are not covered under your policy. Claremont EAP can help you determine if these exclusions apply to you.

The following services are excluded:

- Any service that is not pre-authorized.
- Care or treatment due to a work related condition to the extent a covered person is also eligible for payments under workers' compensation or a similar law.
- Counseling rendered by any provider other than a participating provider.
- Court ordered counseling.
- Child custody determinations.
- Psychological testing.
- Failure to give 24-hour notice of cancellation will result in forfeiture of the covered visit.
- Preauthorization by Claremont is required prior to receiving services.

For more information
or confidential help,
contact
800-834-3773
www.claremonteap.com

TTY for Deaf/Hearing Impaired callers,
call 800-267-1627

CLAREMONT EAP



CLAREMONT EAP

Employee
Assistance
Program



CITY OF OAKLAND

Claremont EAP services include:

Why this service?

Personal concerns can impact your work performance and overall functioning. The Employee Assistance Program (EAP) helps you resolve personal issues before they become more serious and difficult to manage. You and your family members can receive professional, confidential counselling at no cost. The EAP also provides access to resources that can help you address virtually any personal concern or question.

Who provides the EAP?

Claremont is a firm of select professionals who can help you with life's challenges. You will be referred to a conveniently located counselor or resource with expertise in your area of concern.

Who will know?

The EAP is a confidential service. Claremont understands the importance of maintaining your privacy. Your involvement with Claremont is afforded the maximum confidentiality permitted under the law.

At what cost?

There is no cost to you or your covered dependents for EAP services. Ongoing counseling and other services are available at discounted rates.

What's the first step?

Call **800.834.3773** to discuss your question or issue with an experienced counselor who will refer you to the resources most appropriate for your needs.

Counseling visits

The EAP offers free short-term counseling visits for almost any personal issue. Our staff will work with you to find the most appropriate counselor to meet your needs.

- Marital/Relationship issues
- Parenting/Family issues
- Work concerns
- Depression
- Anxiety
- Streses
- Substance abuse
- Other issues impacting your quality of life

Legal consultation

Attorneys are available to answer your legal questions, either in-person or over the phone. We provide up to 30 minutes of free consultation per incident. On-going services, if required, are offered at a 25% discount. The EAP can assist with legal issues such as:

- Divorce
- Child custody
- Real estate
- Personal injury
- Criminal law
- Free simple will kits

Work/Life referrals

Our Work/Life consultants can provide you with referrals and information for services such as:

- Child care
- Elder care
- Pet care
- Adoption assistance
- School/College assistance
- Health and wellness
- Convenience referrals

Financial consultation

The EAP offers telephonic consultation on a variety of important financial issues, including:

- Budgeting
- Debt management
- Financial planning
- First time home buyer program
- Tax questions
- Identity fraud service
- Free credit report/review

Confidentiality

Claremont understands the importance of protecting your confidentiality. Your involvement with Claremont is afforded the maximum confidentiality permitted under the law.

800-834-3773

www.claremonteap.com