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FUTURE
IS **NOW**

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SMART



Beyond The Basic: A Renewed Approach to Mental Health and Wellness



Chris Carlough & Ben Cort

SMOHIT SMART MAP Program Coordinator
& Union EAP CEO (Among other titles)



The History of EAPs-Past-Present & Future

- Before mental health became a business it was union members helping union members
- SMART MAP first talked about mental health in 2013-Awareness-Resources-Peer support
- Through peer training we have been evaluating EAPs for a few years
- Discovered a huge gap between the services we need and what is actually provided

Enhancing Lives: The Unionized Sheet Metal Industry and Union EAP paving the way



UNION EAP
MEMBERS MATTER





UNION EAP

MEMBERS MATTER

- There is a financial disincentive to provide care. Every call they take reduces their profit margin.
- These are mostly legacy contracts that have been renewed without being scrutinized.
- The landscape has changed but the services have not
- Outcomes are not measured
- Care is managed by untrained and underqualified employees

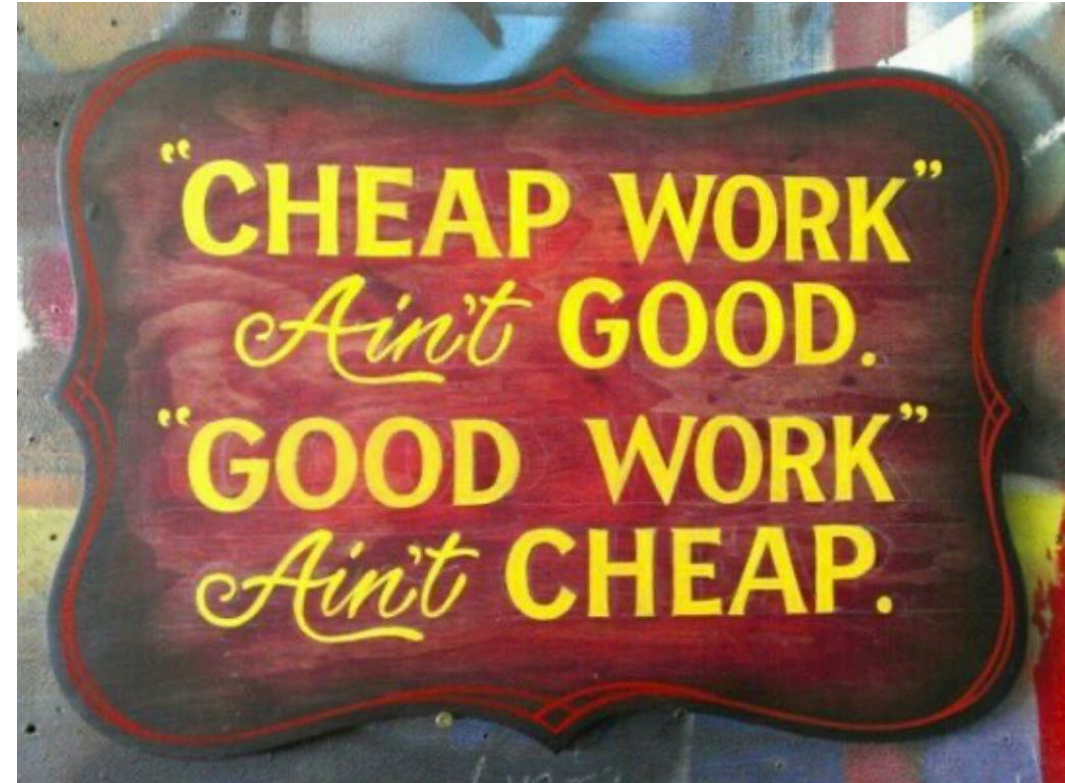


UNION EAP

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- Every call is taken by a licensed clinician
- Phones are answered 24/7/365 by a person
- Our primary KPI is increased utilization rates
- Our case managers direct the entire process
- We work with the members insurance and build a personalized plan for everyone
- Each case is led by one person

- Our level of care is objectively better than any other EAP on the market. This level of care requires a larger and more specialized workforce, we pay for their expertise.
- The true ROI is realized with a healthier workforce who in turn contribute more to the Union because we keep them on or get them back to the job.
- Cut-rate EAP's cost unions money. The don't charge enough to provide the services they represent so corners are cut and members suffer.





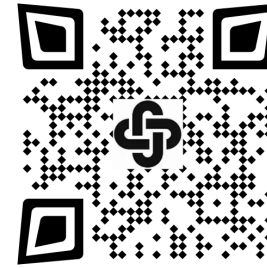
A rising tide lifts all boats

- The EAP field has grown complacent. By reestablishing the standard of care that inspired EAP's in the first place we will push other programs to provide better services.
- We have no intention to provide these services outside of organized labor, this is our only market.



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Ben Cort

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CFO



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Helpline (877) 884-6227

National Suicide & Crisis Lifeline 988



smohit.org

Sheet Metal Occupational Health Institute Trust, Inc.



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