

CHAPTER NO. 802

SENATE BILL NO. 2392

By Haynes

Substituted for: House Bill No. 2910

By West, Patton

AN ACT to amend Tennessee Code Annotated, Title 62, Chapter 42, relative to the board of employee assistance professionals.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Section 62-42-111, is amended by deleting subsection (b) in its entirety and by substituting instead the following:

(b) An employee assistance program is designed to assist work organizations in addressing productivity issues, and "employee clients" in identifying and resolving personal concerns. The core activities of the employee assistance program represent the essential components of the employee assistance profession. The specific core activities of employee assistance professionals include:

(1) Consultation with, training of, and assistance to work organization leadership (managers, supervisors, and union stewards) seeking to manage the troubled employee, enhance the work environment, and improve employee job performance; and outreach to and education of employees and their family members about availability of employee assistance program services;

(2) Confidential and timely problem identification/assessment services for employee clients with personal concerns that may affect job performance;

(3) Use of constructive confrontation, motivation and short-term intervention with employee clients to address problems that affect job performance;

(4) Referral of employee clients for diagnosis, treatment, and assistance, plus case monitoring and follow-up services;

(5) Consultation to work organizations in establishing and maintaining effective relations with treatment and other service providers, and in managing provider contracts;

(6) Consultation to work organizations to encourage availability of, and employee access to, health benefits covering medical and behavioral problems, including, but not limited to, alcoholism, drug abuse, and mental and emotional disorders; and

(7) Identification of the effects of employee assistance program services on the work organization and individual job performance.

SECTION 2. Tennessee Code Annotated, Section 62-42-111, is amended by adding the following new subsection (c):

(c) A person is subject to the provisions of this chapter if such person provides four (4) or more activities set forth in subsection (b).

SECTION 3. This act shall take effect July 1, 2004, the public welfare requiring it.

PASSED: May 19, 2004


JOHN S. WILDER
SPEAKER OF THE SENATE


JIMMY NAIFEH, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 3rd day of June 2004


PHIL BREDESEN, GOVERNOR