

ARTICLE 28 - EMPLOYEE ASSISTANCE

(A) The City and the Association recognize the value of counseling and assistance programs to those employees who have personal problems which interfere with the employee's efficient and productive performance of job responsibilities and duties. The City and the Association will, therefore, endeavor to aid such employees who request assistance with problems by encouraging them to seek professional assistance where necessary.

(B) The City and the Association agree that employees participating in recognized and established counseling and rehabilitation programs, if unable to work, may use accumulated sick, TILO and vacation time in accordance with this contract.

(C) The City shall take reasonable steps to ensure that the privacy and confidentiality of employees involved in the employee assistance program is protected.