

# **SOME ISSUES TO CONSIDER IN REPRESENTING WITH BEHAVIORAL HEALTH PROBLEMS**

## **Panel Discussion**

- CASE #1-** In today's society, there is an increasing awareness of disorders such as manic depression, bipolar disorder, panic/anxiety attacks, etc. What impact may these conditions have in the work place? Are there any behaviors associated with these disorders that may indicate that a member is suffering with such a problem? What type of treatment is offered and what, if any, assistance may we provide?
- CASE #2-** Our members also suffer from alcohol and drug related problems and we have discussed the patterns associated with such. As Shop Stewards, are we finding functional alcoholics in the workplace? What are the indicators? How are they handled?
- CASE #3-** Legally speaking, approaching an individual suffering from manic depression or a drinking problem is awkward at best. Do we have a legal or moral obligation to do so? What repercussions may result from getting involved or not getting involved? Under the law, what action may management take, and what does the law provide in the way of protection for the member?
- CASE #4-** The bargaining agent is committed to providing needed assistance to members. Some staff are unable to identify a problem due to lack of experience. If you suspect a member is having a problem, what is your responsibility as a Representative?