

EXECUTIVE ORDER NO. 48

**WHEREAS**, Employee Assistance Programs, hereinafter referred to as "EAP", have consistently proven, in both the private and public sectors, to be an effective stimulus to productivity improvement and to have positive impact on overall employee attendance and performance; and

**WHEREAS**, EAP have enabled employers to maintain and rehabilitate countless numbers of employees who were once valuable and productive; and

**WHEREAS**, EAP serve as an early intervention and prevention strategy, which can significantly reduce absenteeism, tardiness, and work force instability and turnover; and

**WHEREAS**, EAP have provided timely and professional assistance for employees experiencing personal difficulties which detrimentally affect all aspects of their job performance and overall quality life; and

**WHEREAS**, early identification of their problems, including, but not limited to, the following; marital difficulties, family difficulties, "chemical abuse", financial difficulties, stress, and other emotional problems, has proven to have significant positive impact on the work place and society as a whole.

**NOW, THEREFORE**, I, GUY HUNT, based upon these and other significant considerations, pursuant to and by virtue of the power and authority vested in me as Governor and Chief Executive of the State of Alabama, do hereby designate the Department of Finance of the State of Alabama, as the State agency to develop, maintain and carry out an Employee Assistance Program (EAP) for the use and benefit of all employees of State Government. In this regard, said Department shall provide, at reasonable cost where applicable, consultation, training, technical assistance, and other services, within its resource capacity, to establish and maintain quality employee assistance programs which are expected to have a significant positive impact on stability and productivity in the overall work force in the government of the State of Alabama. All state agencies and agency directors are authorized to coordinate and cooperate with this EAP to the end of providing the support for their employees as they determine.

DONE AND ORDERED on this the 19<sup>th</sup> day of March, 1992.

  
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GOVERNOR

ATTEST:

  
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SECRETARY OF STATE