



Topic Overview / Key Messages:

Alcohol and substance use disorders remain a serious problem in our society. At PG&E, we acknowledge the potential impacts of excessive drinking and drug use: harm to our bodies, relationships, work lives—and our business. That’s why the company stands behind its Peer Volunteer Program (PVP).

The PVP was established in 2001 in a collaborative effort between PG&E, IBEW Local 1245 and ESC Local 20. It was designed as an alternative resource for employees and family members to get information and guidance about alcohol and substance use issues from a trusted co-worker with personal experience in recovery.

Peer Volunteers are EAP-trained individuals who are in long-term recovery either from their own alcohol/substance use disorder or that of a loved one. They are not licensed mental health professionals, but they have access to one, if needed.

Risks, Exposures and Impacts:

It’s a safety problem. People with alcohol or substance use disorders are three and a half times more likely to be involved in a workplace accident. And one in five workers report being injured or put in danger on the job because of a coworker’s drinking.

It’s an absenteeism problem. Employees with an alcohol or substance use disorder miss 45% more days per year than employees without these disorders.

It’s a health problem. Alcohol and substance use issues cause serious medical problems, including cardiovascular disease, neurological impairments, liver disease, stroke and cancer.

It’s a productivity problem. One in five workers report having to work harder, redo work or cover for a coworker because of a fellow employee’s drinking or substance use.

Preventative Steps and/or Actions to Take:

Invite a Peer Volunteer to present:

- At your next company event, tailboard, training, meeting or Safety Summit.
- 15 minutes is all it takes to discuss the program—and maybe save a life. *When we get the word out, we can make a difference.*
- Email PVP@pge.com to get started.

Become a Peer Volunteer:

- If you’re interested in becoming a Peer Volunteer, please email PVP@pge.com for more information.

Contact a Peer Volunteer:

- If you or a dependent needs help with alcohol or substance use issues.



Safety and Health Tailboard

TOPIC: Peer Volunteer Program (PVP)



- PG&E employees and their dependents can call a Peer 24 hours a day, 7 days a week at no cost.
- All contact with a Peer Volunteer is confidential and employees can ask for assistance anonymously.
- Visit PeerVolunteers.org to access the Peer Volunteer contact list, or you can call the EAP Hotline at 1-888-445-4436 and ask to have a Peer call you back.

Procedures, Standards and Resources:

Website: PeerVolunteers.org

To contact a Peer: PeerVolunteers.org > Contact a Peer Volunteer

Program Contacts:

- Program Manager: Heather Holladay, heather.holladay@pge.com, 415-973-0290
- Clinical Support: Gil Acosta, gil.acosta@pge.com, 530-894-4674
- Administrative Support: Lara Ho, lara.ho@pge.com
- Executive Sponsor: Bernie Cowens, bernie.cowens@pge.com, 415-973-1999
- All other inquiries: PVP@pge.com

Attendance Sheet

Date:	Tailboard Lead:
Time Began:	Lan Id:
Time Ended:	Location

Topics Discussed (attach or identify all documents, handouts or videos provided viewed or discussed)
Peer Volunteer Program (PVP)

Other (include a brief summary of what was discussed)

ATTENDEES

Print Last Name	Signature	Lan Id	Print Last Name	Signature	Lan Id

Conducting Safety meetings supports **Cal OSHA §1509 . Injury and Illness Prevention Program**; (e) Supervisory employees shall conduct "toolbox" or "tailgate" safety meetings, or equivalent, with their crews at least every 10 working days to emphasize safety. Other requirements may involve Line of Business specific Standards or Procedures. Tailboard *documents* provide the facilitator with information about hazards to use during meetings and daily jobsite briefings. Tailboard documents may be developed as a result of identified hazards from conducting Job Safety Analysis (JSA)/Job Hazard Analysis (JHA) to be used during Safety meetings to reduce incidents and injuries.