**Section 295.3050 Employee Assistance Programs**

a) For the purposes of this Section, an "employee assistance program" is a program that supports individual physical and mental well-being and that is provided by the establishment or through an insurance or employee benefits program offered by the establishment. Employee assistance programs may include, but are not limited to programs that offer professional counseling, stress management, mental wellness support, smoking cessation, and other support services.

b) *An establishment shall ensure that nurses employed by the establishment are aware of employee assistance programs or other like programs available for the physical and mental well-being of the employee.*

c) *The establishment shall provide information on these programs, no less than at the time of employment, during any benefit open enrollment period, by an information form about the respective programs that a nurse* shall *sign during onboarding at the establishment,* and upon request of the employee.

d) *The signed information form shall be added to the nurse's personnel file. The establishment may provide this information to nurses electronically.*  (Section 3-613 of the Act from PA 102-1007)

(Source: Added at 47 Ill. Reg. 13264, effective August 30, 2023)