



Role of the Team Captain:

- Establish a prevention team
- Provide leadership to the team by:
 - Motivating team members
 - Encouraging employee involvement
 - Delegating responsibility
 - Encourage ideas and activities
 - Interacting with local union officers
 - Establish relationships with local management
- Provide information and education to co-workers on the ORB Program and services it offers
 - Review Mark-off procedures with employees
 - Provide team members and co-workers with updated information
 - Hold periodic team meetings for members
 - Use the System Coordinators as a resource for information
- Follow up on every ORB Mark-off
 - Discuss (with the employee) the facts surrounding the Mark-off
 - Offer whatever assistance is necessary
 - Keep the facts of the discussion confidential
 - Offer the name and number of the EAP Counselor
 - Demand the same confidentiality from your team

Role of the Team Member:

- Encourage employee involvement
- Attend Blitz's and other Redblock functions designated by team captain
- Provide co-workers with updated information
- Attend team meetings and trainings
- Interact with local union officers
- Interact with local management
- Encourage ideas and activities that promote ORB
- Participate in Confrontation/Intervention/Mark-off when directed
- Keep the facts of a Confrontation/Intervention/Mark-off confidential