

Vol. 19, No. 1 January 1989

the ALMACAN

Published monthly by Association of Labor-Management Administrators and Consultants on Alcoholism

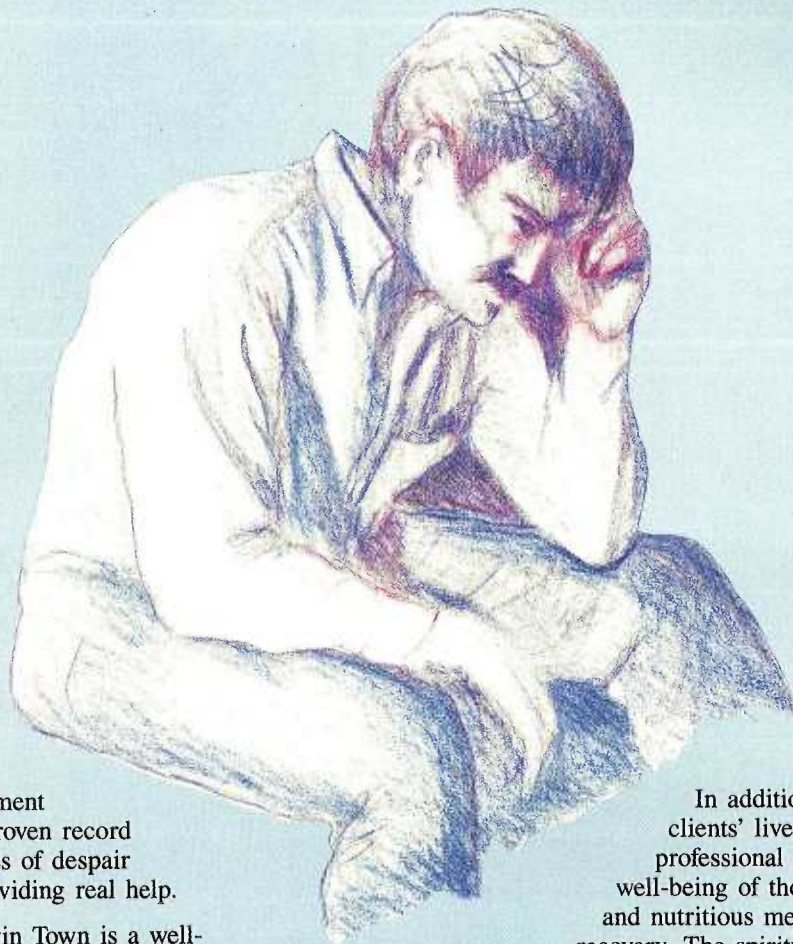


An International Association of Professionals in Employee Assistance Programs

ALMACA's *17th* National Conference



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Gender/Women's Issues Stride Forward

We on the ALMACA staff hope that everyone who attended the 17th National Conference considers it time and money well spent. Already, the Program Committee has met to set the workshop agenda for the 18th, which is scheduled for Baltimore, Maryland on October 28-November 1. The next issue of *THE ALMACAN* will feature the "Call for Papers."

The contributions of hundreds of professionals who have worked on ALMACA's behalf were showcased during the Los Angeles conference. Such was the case with our Committee on Women's Issues, which held a preconference program on dependent-care

issues. The committee is chaired by AT&T's Joanne Pilat, who has "graduated" from the EAP field into corporate organizational development. From that lofty perch, she will have new insights to guide the committee's work. As an honorable mention, the work of Joanne and her committee is built upon the accomplishments of Betty Reddy and Madeleine Tramm, the two prior chairpersons.

A series of women's and gender topics will be featured in *THE ALMACAN* throughout 1989. In this issue and the next, committee member Toby Landesman writes a two-part article on the "context" and "application" of gender as they relate to EAPs. Through the use of typical scenarios, she portrays how EAP professionals, unintentionally, may make oversights in their work based on a client's gender.

Society's mishmash of work and home-life arrangements make the contributions of the Committee on Women's Issues more valuable than ever.



Joanne Pilat



Toby Landesman

Rudy M. Yandrick

Rudy Yandrick
Editor

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PUBLISHED BY:

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ON THE COVER

This month's issue features proceedings from ALMACA's 17th National Conference. Shown left to right are: President Tom Pasco (1) shaking hands with Immediate Past President Gary Atkins, and former president Adolph "Sully" Sullivan; a view of the conference crowd; and "ALMACAN of the Year" Brenda Blair.

ISSUES AND ANALYSIS

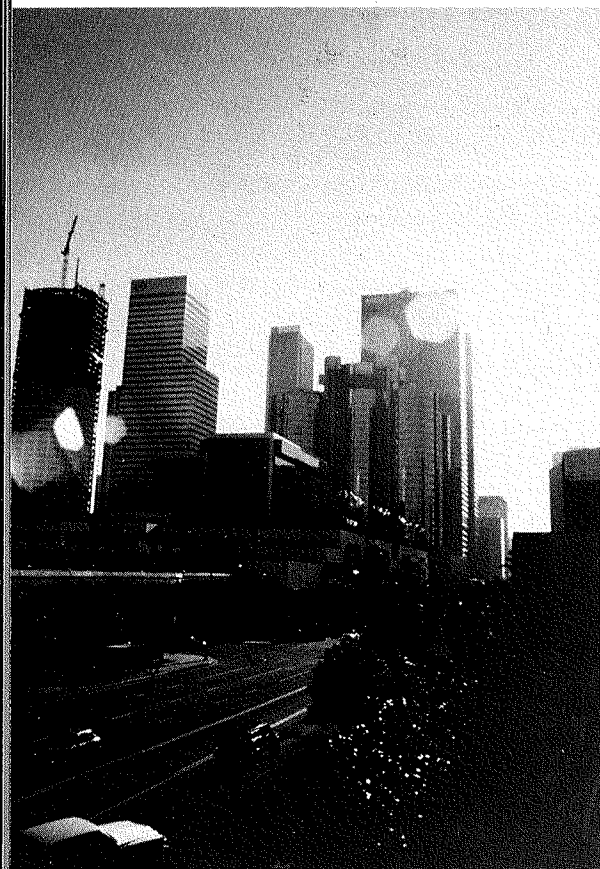
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FROM THE EXECUTIVE DIRECTOR

Thomas J. Delaney

by Thomas J. Delaney, CEAP
ALMACA Executive Director

The year 1989 presents the EAP field with many opportunities and challenges. Many of the challenges are well-known and have been written about extensively in this publication and others in the past year. They include drug abuse, alcoholism, AIDS, family pressure, changing demographics, downsizing, new technologies, managed health care and other health cost containment programs. What new ones will develop? Homeless families, a backlash against corporate mergers and Wall Street greed, industrial and environmental toxic problems, mental health disabilities, worker cultural dissonance and inflation are certainly possible additions.

An important function of a professional membership organization is to identify emerging issues and assure that they receive a thorough airing within the profession. For members to do this, they must have the means to learn about the emerging issues and trends, learn what their colleagues are saying and doing, exchange and integrate ideas into practice, and feed back their experience to other members. While the benefit that members get out of a process is influenced by what they contribute to it, the structure and workings of the organization are critically important. As we start the new year, I want to use this opportunity to share with you thoughts on how ALMACA can better serve you.

ALMACA'S NEW LEADERSHIP

The 17th National Conference, which has an extensive recap in this issue beginning on page 18, broke all attendance records and reflected a positive feeling for ALMACA. The new Executive Committee brings an enthusiasm and commitment to representing you. Its leadership will assure that our association—be it ALMACA or another name

that may eventually be implemented—will continue to be the leading organization in the EAP field, responsive to your needs, and on top of current events. At the Board of Directors meeting on Tuesday, November 15, I sensed that the entire Board shared in that commitment.

The ALMACA Board and staff "need to know what we are doing right, wrong and should be doing differently."

A quick lesson on the ALMACA leadership's breakdown of responsibilities may be helpful. The committee chairs and regional representatives have a dual function; they represent their constituencies, whether they be the membership of a particular region or a specialized part of the field, such as labor or the consultants. They also represent the total membership as directors of the organization and vote on all matters brought before the Board. Executive Committee members and regional representatives are officers of the corporation, so they are especially concerned with the welfare of the whole association in both its current vitality and long-term survival.

In short, the Board of Directors is dedicated to serving all of the organization. That means everything from positions on broad public policy issues to the activities of the chapters to the functioning of the National Office is under its purview. If you have any suggestions, they would like to hear from you.

NATIONAL OFFICE, STAFF FUNCTIONS

Of course, board people also serve as volunteers, and their top priorities remain with their full-time jobs. Therefore, the ALMACA National staff pro-

vides the day-to-day maintenance of the organization, serving the Board, chapters and total membership. With additional resources, there has been more staff support available to the Board over the last year. Certain committees are now being staffed, and it is hoped that next year will afford more opportunity for similar support. As Board members hear from you, they can pass on comments, suggestions and complaints to National staff for action.

However, please do not feel that you cannot communicate directly to staff. As with other organizations, we need to know what we are doing right, wrong and should be doing differently. At the Executive Committee meeting, held during the National Conference, Associate Director Judith Evans and I discussed this matter with the incoming



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