

Vol. 19, No. 2 February 1989

the ALMACAN

Published monthly by Association of Labor-Management Administrators and Consultants on Alcoholism  An International Association of Professionals in Employee Assistance Programs

BALTIMORE'S BEAUTIFUL INNER HARBOR BY NIGHT



ALMACA ISSUES ITS
1989 NATIONAL CONFERENCE
"CALL FOR PAPERS"



Federal anti-drug regulations favor EAPs for drug/alcohol education and training.

What is the best reference information on the subject?



The ALMACA 3-pak.

The federal government has helped to make employee assistance programs a key player in the crusade against drugs in the workplace with the passage of the Anti-Drug Abuse Act and issuance of regulations by the Department of Transportation and other federal agencies. EAPs have been deemed expert in the provision drug and alcohol services to employees of federal government contractors and grantees, as well as to industries that must comply with drug-free workplace provisions.

ALMACA's 3-pak provides comprehensive information on EAP consulting sources and EAP implementation that you, as an EAP professional, can use for your own benefit or to share with prospective clients.

The ALMACA Directory of EAP Consultants. A virtual "Who's Who" of EAP consulting specialists, this publication tells you where they are located and what their specialty areas are.

NIDA Guidelines for the Development and Assessment of a Comprehensive Federal Employee Assistance Program. Published by the National Institute on Drug Abuse, these guidelines provide recommendations on EAP design and implementation, program operations, evaluation and workplace integration. A monitoring instrument provides help in auditing existing policies and procedures.

This publication has been made available to ALMACA by NIDA for distribution.

The ALMACA Continuum of Services: Alcohol and Drug Abuse in the Workplace. This ALMACA publication recommends a specific procedure for addressing alcohol and drug abuse in the workplace. Included are process maps which analyze possible strategies and the efficacy of various forms of drug testing.



If you buy our 3-pak, we will include a portfolio of the provisions of the Anti-Drug Abuse Act that apply to EAPs, as well as regulations that either mandate or recommend EAPs for particular industries.

Our charge for the entire package is \$30 for members and \$50 for nonmembers. It's a small investment that can help you to reap big rewards.

Yes, I would like _____ copies of the 3-pak. I _____ am _____ am not a member of ALMACA. Enclosed is a check for \$ _____. (Virginia residents: include 4% sales tax)

Send the materials to:

NAME _____

COMPANY _____

ADDRESS _____

CITY _____ ZIP _____

ALMACA Public Policy Takes on a Higher Profile

The passage of the Anti-Drug Abuse Act, with its EAP-specific language, is indicative of lawmakers' awareness of EAPs in the workplace. (Continuing coverage of this new law appears on page 13.) Additionally, new drug-testing regulations released by the Federal Aviation Administration contain requirements that airlines implement EAPs to provide education and training to employees about drug use. (Details will be published next month.)

Public-sector initiatives such as these suggest that the iron is hot and ALMACA—on behalf of the EAP field—needs to be prepared to provide professional guidance to policy makers. Since last February when a public policy agenda was first published, ALMACA has been actively establishing relationships on Capitol Hill and within the administration. Additionally, ALMACA is working to strengthen its public policy activities with the states.



THE ALMACAN will continue to present the news to you in the months ahead. A new section of the public policy column, beginning in March, will provide "news bites" on EAP-related legislation. Information on the status of pertinent bills, their sponsors and cosponsors, and content descriptions—à la news briefs that have been popularized by the publications of the U.S. Chamber of Commerce and other experienced government watchers—will be provided for your consumption. We, as a young profession, can stand to improve our intelligence quotient on governmental affairs. This new addition will help you to follow the action.

Rudy M. Yandrick
Rudy M. Yandrick
Editor

ALMACA'S BOARD OF DIRECTORS AND STAFF

EXECUTIVE OFFICERS

Tom Pasco, President
Tamara Cagney
Vice President—Operations
Don Magruder
Vice President—Administration
Marcia Nagle, Secretary
Bob Challenger, Treasurer

REGIONAL BOARD MEMBERS

Boyd Sturdevant
Central Region Representative
Kevin Parker
Eastern Region Representative
"Midgie" Brawley
Southern Region Representative
Roger Wapner
Western Region Representative
William G. Durkin
International Region Representative
Morris Golden
Canadian Region Representative

COMMITTEE CHAIRPERSONS

Claire Fleming, Advisory to
THE ALMACAN
Jane Ollendorff, Annual Meeting
Site Selection
Jim Roth, Bylaws
Jack Dolan, Consultants
Jesse Bernstein, Development
Daniel J. Molloy, Education and Training
Gary Atkins, Ethics
Sally Lipscomb, Insurance
Thomas Murgitroyde, Labor
Riley Regan, Legislative and Public Policy
William O'Donnell, Membership
Mary S. Bernstein, Program Managers
Andrea Foote, Research
Bradley Googins, Special Projects
Debra Reynolds, Standards
John Schwarzlose, Treatment
Joanne Pilat, Women's Issues

STAFF

Thomas J. Delaney, Jr.
Executive Director
Judith Evans, Associate Director
Rudy M. Yandrick, Editor

PUBLISHED BY:

The Association of Labor-Management
Administrators and Consultants on
Alcoholism, Inc.
4601 N. Fairfax Drive
Suite 1001
Arlington, VA 22203
Telephone (703) 522-6272

© 1989 by Association of Labor-Management
Administrators and Consultants on Alcohol-
ism, Inc. Reproduction without written per-
mission is expressly prohibited.

Publication of signed articles does not consti-
tute endorsement of personal views of authors.

TABLE OF CONTENTS



page 21

COVER STORY

- 23** 1989 ALMACA National Conference—Call for Papers and Abstract Submission Form

ISSUES AND ANALYSIS

- 14** One Method of Computing EAP Cost-Effectiveness
by Dan Thorne



page 30

INTERNATIONAL EAP DEVELOPMENT

- 31** Introduction
by William G. Durkin, ALMACA International Region Representative
- 32** Setting the Table for EAP Development in the United Kingdom: A Report From Britain
by Pamela and Peter Long
- 35** EAP Development in the United Kingdom: A View from the U.S.
by Carl R. Tisone
- 37** The Development of EAPs and Treatment Centers in Europe
by Rudy M. Yandrick, editor

DEPARTMENTS

3 Editor's Comment

13 Public Policy

46 Index of Advertisers

6 President's Message

18 Film Reviews

Also of interest:

7 From the Executive Director

20 News From the Outside

2 Offer to purchase consulting publications

9 Board of Directors Report

29 Update on Certification

42 CEAP exam announcement

10 Fund Raising

40 ALMACA & EAP InfoTracks

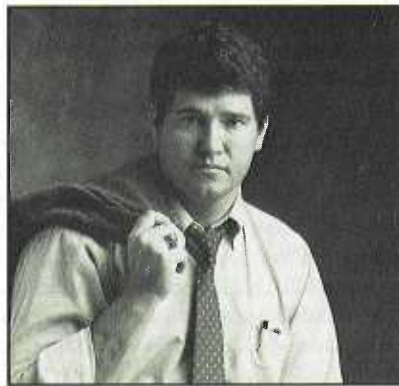
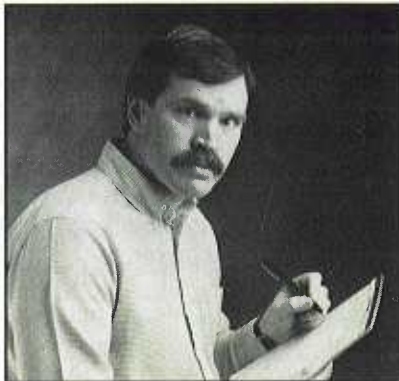
11 Women's Issues

45 Conferences & Workshops



page 10

Which one of these employees has a drug problem?



All of them do...

Because if only one of these employees is a substance abuser, then all of the other employees, including you, are adversely affected as well.

Substance abuse is a major problem at many companies today. Chances are, your company either has a substance abuse problem now, or will have one in the future.

Timberlawn Psychiatric Hospital has a range of treatment options, individual and group therapy programs, and other recovery-oriented services all geared toward helping the substance abuser. An individualized evaluation

leads to selection of the most appropriate treatment program, which is further enhanced by specialized aftercare and monitoring services. Treatment team members include Board Certified psychiatrists, clinical psychologists, psychiatric social workers and substance abuse counselor specialists with certification in their field. The Twelve Step Programs are emphasized throughout the recovery process.

At Timberlawn, we understand the unique challenges faced by your company today. Call us for more information on how we can be of assistance.

TIMBERLAWN

PSYCHIATRIC HOSPITAL

4600 SAMUELL BLVD. • P.O. BOX 11288 • DALLAS, TEXAS 75223 • (214) 381-7181

PRESIDENT'S MESSAGE

Name Change: Back to the Drawing Board

by Thomas J. Pasco, CEAP
ALMACA President

During the 1988 National Conference in Los Angeles, the Board of Directors decided to postpone the proposed name change for ALMACA. Let me explain why this situation came about and what is going to happen next.

A survey of the membership in 1986 showed there was sentiment that the name "ALMACA" hindered people from realizing that we are an association of EAP professionals. The members wanted a name that would provide that identification. Subsequently, a committee recommended a new name, the Association of Employee Assistance Professionals (AEAP), which was approved by a vote of the membership last summer.

As plans were being formed to implement the new name by the end of 1988, objections were raised from members of a Washington, D.C.-based group called the Association of Employee Assistance Program Practitioners (AEAPP). There was concern that EAP professionals would confuse the two groups because of the similar-

ity in initials. ALMACA's Board of Directors, therefore, decided to postpone changing our name instead of running the risk of spending large amounts of ALMACA's money on legal fees in a dispute with AEAPP.

I then asked ALMACA's Vice President—Administration, Don Magruder, to reconvene the name change committee that he chaired last summer. The committee has been authorized to propose alternative solutions which would reflect the desire to have our name more closely identified with the employee assistance field.

ALMACA is now in its 18th year. Its logo has been used for the last 12. The name carries special meaning for many people. When most of us initially join the association, the name seems long and awkward, but it quickly grows on us. The chapters have done an exceptional job in their local communities to promote the name. So, the name change committee has been asked to see if there is a name that would avoid confusion with other organizations and account for the strong feelings that many members have for the name "ALMACA."

I have asked the committee to rec-

ommend possible new names for the organization. The committee expects to have a report ready for consideration by the Executive Committee and Board of Directors by the end of February. After review by the Executive Committee and Board, you, the membership, will be given three alternatives and asked to choose the one name that you prefer.

The ballots will not be ready for mailing until summer, but be assured that ALMACA's voting membership will have the deciding say-so in this important matter. In my conversations with members since becoming President, I have found that there are two consensus viewpoints on this issue. The first is that we need a name that more strongly ties us with our field's professional identification. The second is that we must retain the name recognition that we have worked so hard to achieve among labor, management and government officials, as well as the press.

The process through which this happens may take a little longer than some of us would like, but it holds the promise of a better outcome because the voting members will have spoken. □

Georgia Institute of Technology



14th EAP Institute

April 16-19, 1989 • Atlanta, Georgia

4th European EAP Institute

May 16-18, 1989 • Waterford, Ireland

EAP Certification Workshops

Selected cities and dates

EAP: The New Rules

Selected cities and dates

EAP: The New Fundamentals

Selected cities and dates

Join other Human Resources, Labor and EAP professionals for these unique educational events. Call for information or register now for these or other outstanding Georgia Tech programs:

Education Extension-M • Georgia Institute of Technology • Atlanta, Georgia 30332-0385
1-800/325-5007