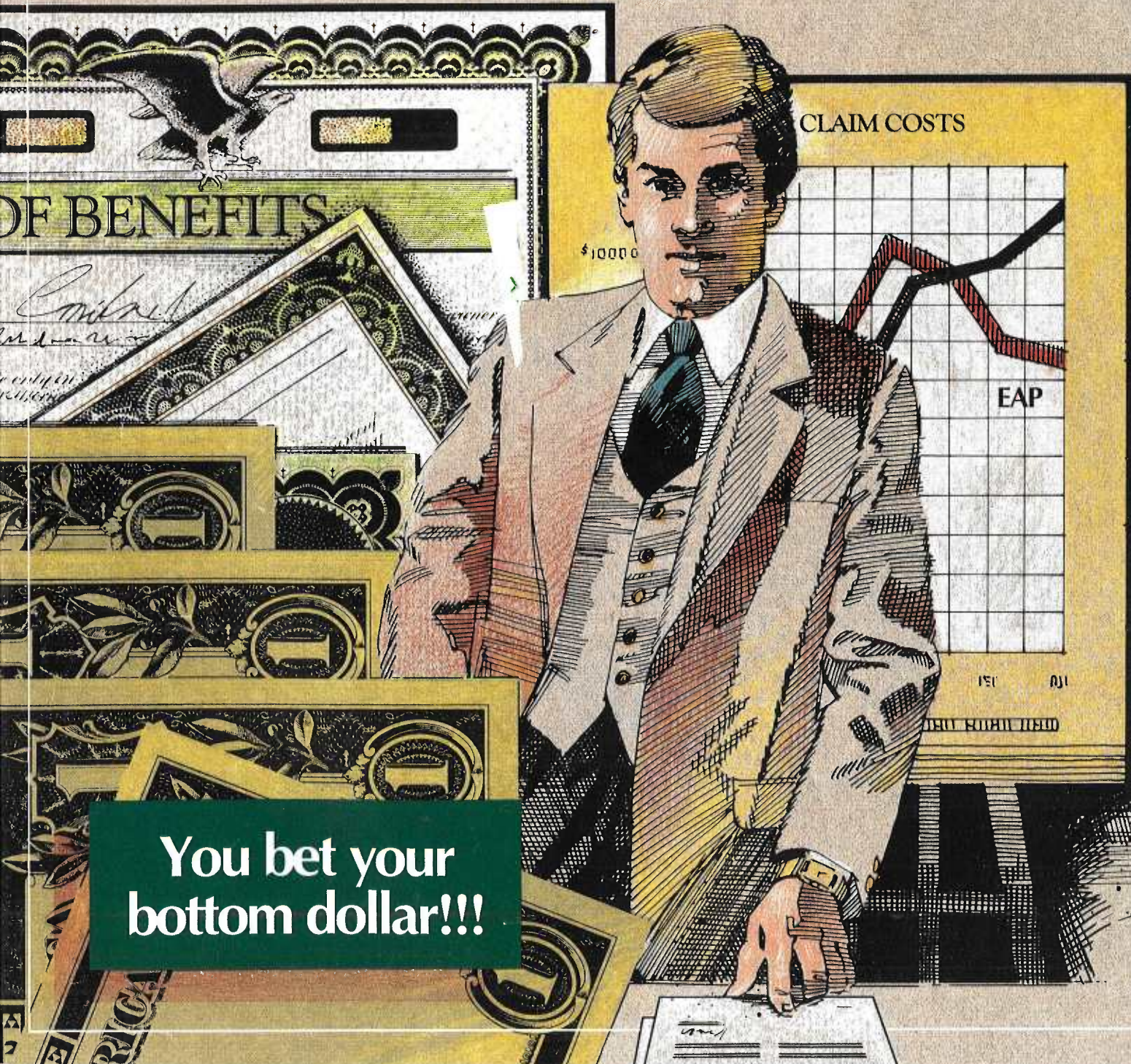


the ALMACAN[®]

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

Is a mutually supportive relationship with the benefits management team important to the EAP field?



You bet your bottom dollar!!!

BETHANY CENTER

Bethany Center is a residential treatment program for men and women whose use of alcohol or other drugs is depriving them of the ability to lead productive and rewarding lives. A carefully planned and individualized treatment focus provides group therapy, individual counseling, family therapy, education, twelve-step programs, psychiatric and medical care, nutrition and fitness programs and continuing care.

The focal point of Bethany Center is a stately mansion restored to its original condition. Tree-lined walks, warmly decorated counseling and lounge areas, modern living and dining rooms, and a fitness center complex provide an environment that complements a structured therapeutic program.

Bethany Center
RD5 Box 170
Honesdale, Pa. 18431
1 800 544 1861

A RESIDENTIAL TREATMENT PROGRAM FOR CHEMICAL DEPENDENCY

EAPs and Benefits Policy Making

When you think about it, the relationship between benefits and EAP personnel is, for the EAP field, one of the most vital issues of the day. In general, one could say that benefits directors and labor relations professionals who negotiate for benefits have been given a mandate to cut health care expenses, and they are going about their business as expeditiously as possible.

Remember the 1970s, when the construction industry had a bout with hyperinflation? For every month that a commercial construction project was delayed, it added perhaps \$40,000, \$50,000 or more to the final cost of construction, depending on the size of the project. All companies are dealing with the same types of inflationary pressures with health care, and the ambitious ones are not waiting around to see if the costs stabilize.

As we all know, companies are turning to managed mental health care in force. This new industry is claiming to do many of the same functions as EAPs, such as early intervention, appropriate treatment and intensive follow-up. We as EAP professionals often don't get the credit that we deserve. After all, we—at least those of us with a longtime commitment to the EAP field—developed and nurtured a workplace model which, when properly executed, makes dramatic savings in terms of health-care

dollars and human resources. We know the workplace and the health care industry and understand how the two interrelate.

Benefits directors, whether they realize it or not, now have a powerful role in the future direction that the EAP field takes. EAP professionals cannot afford to be complacent due to past accomplishments. Whether we are internal program managers or external providers, we need to market ourselves to benefits directors and do it in a way that demonstrates humility, an understanding of the big benefits picture and concern for the betterment of the work organization.

Will the EAP professional be a part of the process and accounted for in subsequent policy, or will s/he be the person left standing on the front porch with flowers after having arrived late for the date?



Claire Fleming

Claire Fleming, Chairperson
Advisory Committee to
THE ALMACAN

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.