

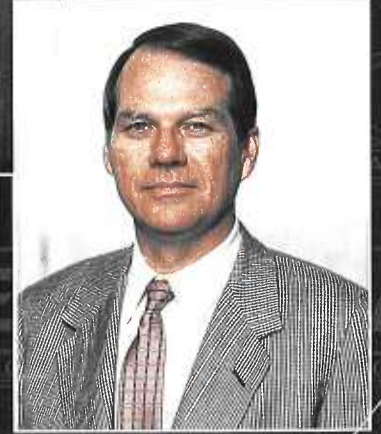
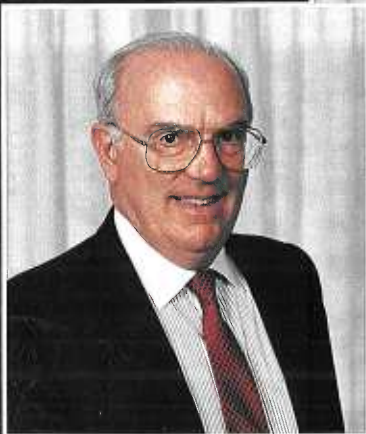
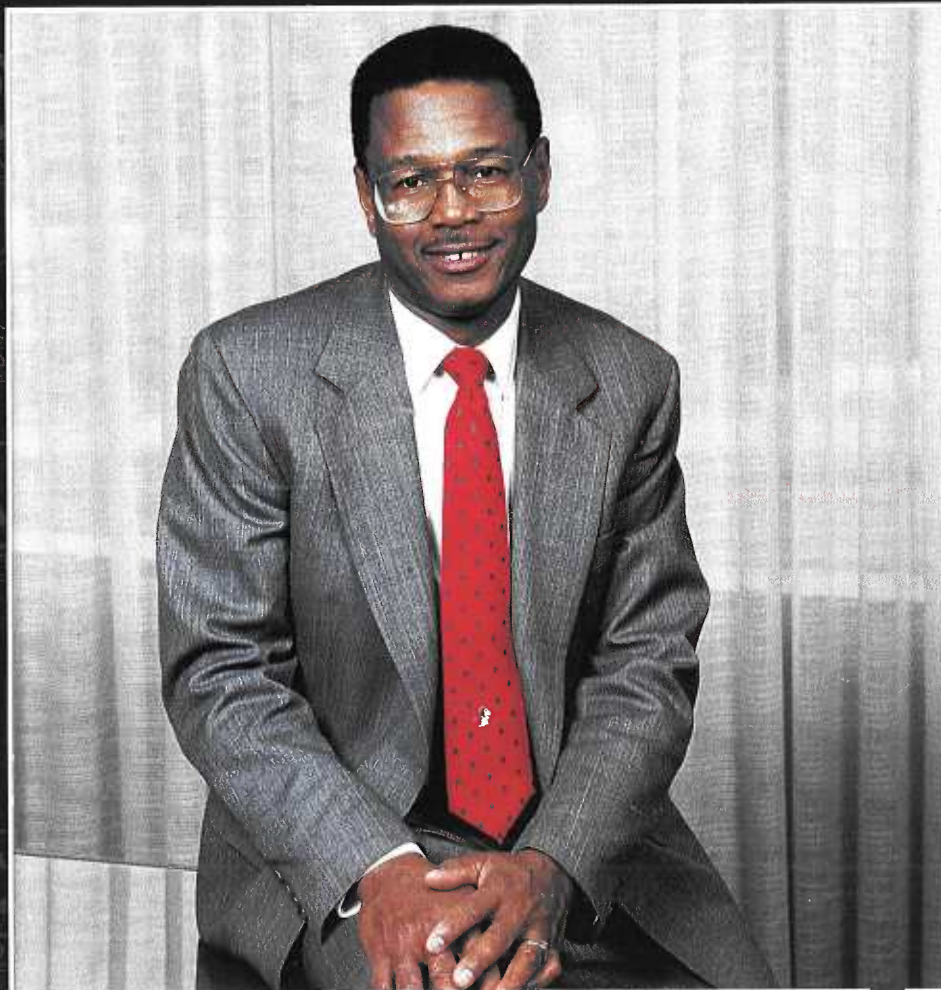
EAP ASSOCIATION

EXCHANGE

DECEMBER 1990

VOL.20 NO.12

**DAN LANIER
AND THE EXECUTIVE COMMITTEE
LEAD EAPA INTO THE 1990s**



FROM EPA's PUBLICATIONS LIBRARY

Beef up your depth of understanding about workplace issues

...buy in bulk

For people who are seeking detailed information about EAPs and other workplace issues, EPA's Publications Library has five heavyweight publications — two collections of research papers and three detailed bibliographies — that provide new depths of understanding.

RESEARCH PUBLICATIONS

■ **1988 RESEARCH PRESENTATIONS**, from the Research Track at EPA's National Conference in Los Angeles

SUBJECTS: The Impact of intensive, in-plant followup on EAP effectiveness and relapse prevention; A longitudinal analysis of internal EAPs: a preliminary report; Cost-benefits of supervisory referrals; The client assessment form: development of an EAP screening instrument; and Organization changes and their effects on EAPs.

■ **1989 RESEARCH PRESENTATIONS**, from the Research Track at EPA's National Conference in Baltimore

SUBJECTS: EAP cost-benefit analysis: exploring assumptions; EAP financial offset study; The myth of the troubled supervisor; Job characteristics in relation to workers' drinking behavior: drinking to cope or self-medicate; The case for needs assessment: a study in three disparate work settings; Problem prevalence rates and internal EAP utilization; Helping troubled employees: supervisor decision-making behavior; Numbers versus severity: the truth in measuring EAP cost benefits; Human resource practices and employee assistance; and Supervisor training in employee assistance programs.

BIBLIOGRAPHIES

■ **Employee Assistance Programs: An Annotated Bibliography**

This publication is divided into three sections: Work Organization as Client: Employee as Client; and EAP Process and Function. 86 pp.

■ **Women: Alcohol, Drugs and Workplace Issues**

This publication offers a substantive overview of these issues and surveys and literature in three convenient sections. 184 pp.

■ **Drug Abuse and the Workplace: Annotated Bibliography 1977-88**

This publication consists of 312 abstracts of articles, books and reports covering the title subject for an entire decade. 322 pp.

NAME _____
ORGANIZATION _____
ADDRESS _____
CITY _____ STATE _____ ZIP _____

Check one: EPA member nonmember

QUANTITY NAME OF PUBLICATION, PRICE

RESEARCH PUBLICATIONS

_____ **1988 Research Presentations**, \$25 for members, \$37 for nonmembers

_____ **1989 Research Presentations**, \$25 for members, \$37 for nonmembers

BIBLIOGRAPHIES

_____ **Employee Assistance Programs: An Annotated Bibliography**, \$15 for members, \$20 for nonmembers

_____ **Women: Alcohol, Drugs and Workplace Issues**, \$15 for members, \$20 for nonmembers

_____ **Drug Abuse in the Workplace: Annotated Bibliography 1977-88**, \$30 for members, \$45 for nonmembers

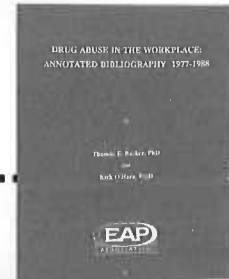
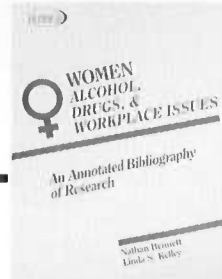
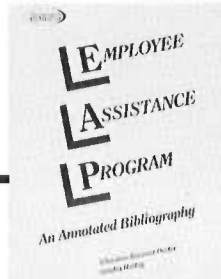
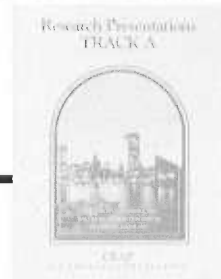
_____ **Special Offer:** purchase of the set of three bibliographies, \$45 per set for members, \$60 for nonmembers

Enclosed is a check payable to "EAPA, Inc." for \$ _____

To order any of these publications, use this page as an order form and mail it to: Publications, EPA Inc., 4601 N. Fairfax Drive, Suite 1001, Arlington, VA 22203.

American Express card holders can order by phone at (703) 522-6272.

Virginia residents: please add 4.5% sales tax



EAPA has a changing-of-the-guard ritual every two years in which a newly elected administration takes office and the outgoing leaders recognized for their accomplishments. It's a time of celebration, introspection, and embarkment on new courses. At EAPA's National Conference in New Orleans, Tom Pasco ceremoniously passed the presidency on to incoming president Dan Lanier during the President's Luncheon. Gently pounding the gavel, Dan announced an ambitious plan for continued EAPA growth during the next two years. A summary of his plan appears in our conference coverage on page 15.

Additionally, readers are introduced to all of our new Board members on pages 9-11. Prior to the election, Dan was chair of the Employee Assistance Certification Commission, a position he has vacated. The new EACC commissioner, Sandra Turner, a nine newly appointed commissioners, appear on page 12.

EXTENSIVE PUBLIC POLICY COVERAGE in this issue highlights activities that EAPA is considering in 1991. Before proceeding with plans, however, members are asked for their feedback on an extensive agenda for federal and state proposed activities. Additionally, a discussion draft of a confidentiality bill that would help to prevent the forced

Off on the right Foot

disclosure of private EAP client records is printed so that members can respond with comments and suggestions.

What did EAPA do in the federal public policy arena during the recently

completed session of Congress? An overview appears in this issue, along with a detailed analysis of the Americans With Disabilities Act, written by legislative consultant Ellen Weber.

Of special note, preliminary plans are being made for a two-day legislative and public policy conference in March. Please see the notice with Executive Director Tom Delaney's column on page 5.

LAST, THE 1991 EDITORIAL SCHEDULE of monthly themes for the *Exchange* appears on page 6. Members are welcome to submit abstracts on topics for which they would like to write or be interviewed for. EAPA is continually seeking to improve the quality of content of your membership magazine, which will be a priority throughout the coming year.

Rudy M. Yandrick

EAPA's BOARD OF DIRECTORS AND STAFF

EXECUTIVE OFFICERS

Daniel Lanier, President
Donald W. Magruder, Vice President — Operations
Debra Reynolds, Vice President — Administration
Kevin M. Parker, Secretary
Pat Patrick, Treasurer

REGIONAL BOARD MEMBERS

Gregory DeLapp, Eastern Region
James O'Hair, Mid-Atlantic Region
Carolyn Stark, Mid-West Region
Janet Deming, North Central Region
Nancy Bailey, Pacific Region
Cynthia Persico, Southern Region
Charlie Durban, Southwest Region
James E. Lehman, Western Region
Vaughn Mosher, International Region

Brenda Broughton, Canadian Region

COMMITTEE CHAIRPERSONS

Claire Fleming, Advisory to *EAPA Exchange*
Jane Ollendorff, Annual Meeting Site Selection
Sally Lipscomb, Benefits
Jim Roth, Bylaws
Chuck Taylor, Consultants
Carl Tisone, Development
Muriel Gray, Education and Training
Tom Pasco, Ethics
John Hooks, Ethnic & Cultural Concerns
Thomas Murgitroyde, Labor
Miriam Aaron, Legislative and Public Policy
William Schleicher, Membership
John Gorman, Program Managers
Terry C. Blum, Research
Bradley Googins, Special Projects
Tamara Cagney, Standards
John J. Hennessy, Treatment
Joan McCrea, Women's Issues

Sandra Turner, Chairperson, Employee Assistance Certification Commission

STAFF

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

PUBLISHED BY:

The Employee Assistance Professionals Association, Inc.
 4601 N. Fairfax Drive
 Suite 1001
 Arlington, VA 22203
 Telephone (703) 522-6272

© 1990 by Employee Assistance Professionals Association, Inc. Reproduction without written permission is expressly prohibited. Publication of signed articles does not constitute endorsement of personal views of authors.

TABLE OF CONTENTS

NEW EAPA OFFICERS

9

Executive Committee Features Three Newcomers, Two Veterans

Ten Regional Reps are Elected

Eight Committee Chairs are Appointed

EACC Announces 10 New Appointments

PUBLIC POLICY

20

New Agendas:
EAPA offers new federal and state public policy agendas: members are asked to respond

22

EAPA confidentiality bill is drafted: comments are welcome

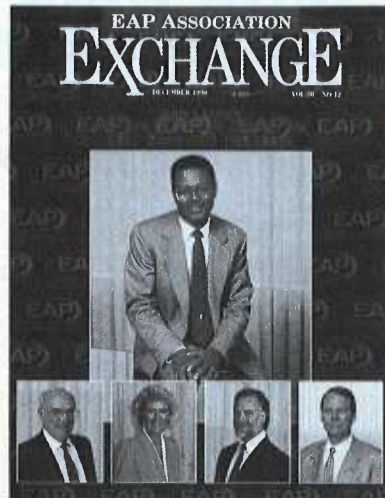
24

EAPA's federal public policy activities were extensive during the 101st Congress; ADA led parade of bills

26

EAPA issued comments in proposed regulations

ON THE COVER



EAPA's new Executive Committee is motivated and ready for duty. Shown with Dan Lanier are (1-r): Don Magruder, Vice President-Operations; Debra Reynolds, Vice President-Administration; Kevin Parker, Secretary; and Pat Patrick, Treasurer. The cover photos were taken at the 19th National Conference in New Orleans by Alex Shukoff, who also prepared the multi-image slide show of the conference proceedings.

CONFERENCE WRAP-UP

14

As the EAP field turns the corner on program development, the 19th National Conference scales new heights

DEPARTMENTS

3

Editor's Comment

5

From the Executive Director

13

Education, Training and Certification

Self-study guides are now available

27

New Chapter Officers

29

EAP InfoTracks

33

Conferences and Workshops

33

Index of Advertisers

34

The Business Page

What internal EAPs are looking for when considering vendor services: by Dick Bickerton

ALSO OF INTEREST:

2

Advertisement for EAPA publications

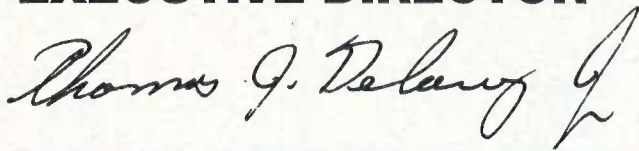
6

1991 editorial agenda for the *Exchange*

7

CEAP professional liability insurance form

FROM THE EXECUTIVE DIRECTOR



by Thomas J. Delaney, Jr., CEAP
EAPA Executive Director

I want to wish everyone a happy holiday season and best wishes for the New Year. EAPA had an exciting and successful year in 1990 and all of the members deserve credit for this. I particularly want to thank the volunteers who devoted so much of their time to serve as chapter officers, members of the Board of Directors, and participants on regional and chapter committees.

NEW EAPA LEADERSHIP, NEW PRIORITIES

Nineteen ninety-one promises to be another year of great accomplishment. Our new president, Dan Lanier, of General Motors Corporation, has "hit the ground running" with the announcement at the National Conference of a five-point program for his term of office. [His plan is briefly described on page 15, and more details will be provided in an interview article with President Lanier in the January issue.] Linking all five points of his plan is that they address long-range issues designed to better serve a growing EAPA membership and meet the new challenges to labor and management in the EAP field.

Positioning EAPA to have the resources to meet future challenges is good strategic management. Although the objective is to look at the long range, it enables us to prioritize the issues that EAPA will address in the short run.

SPECIAL ATTENTION TO PUBLIC POLICY

One area that is being expeditiously acted on is public policy. At its regular meeting in New Orleans, the Board approved a 1991 public policy agenda for both federal and state issues. It was prepared by the Legal Action Center, under the direction of outgoing Legis-

lative & Public Policy Committee chair Barbara Feuer, of the Association of Flight Attendants. It was culled from suggestions made by members during the past year and a telephone survey this fall. [The public policy agenda is published on pages 20-21 of this issue. Feedback is requested from EAPA members.] The document will be refined, as needed, in the months ahead.

From our experience in 1990 and the current media reports, public policy will be a primary association focus in 1991. From the viewpoint in Washington, the three major issues on the national agenda are the Persian Gulf crisis, the economy, and budget problems. Certainly, other issues of long-standing concern to EAPA members and the country—including the availability and affordability of health care, education, dependent care and good jobs—are still high on the federal government's agenda. With the massive deployment of our armed forces in the Persian Gulf area, employers and unions had spouses in their work forces who suddenly had to cope with the separation of family members and friends. While the armed forces have extensive community assistance and social services programs, EAPs also are part of the range of services available to people dealing with the separation. With the subsequent mobilization of Reserve and National Guard

FIRST LEGISLATIVE CONFERENCE IS BEING SLATED

EAPA is in the process of planning its first legislative conference in Washington, D.C. Scheduling arrangements are being made for a two-day program in mid-March. EAPA's Legislative and Public Policy Committee asks members to provide suggestions for topics to be covered and other activities that can be included in the planning. Be looking for more details in the January issue of the *Exchange*.

units, the crisis impacts on more workplaces and requires more EAP attention.

ECONOMIC CONCERNS

As we came to the end of 1990, the economy is the subject of increasing concern. We know from previous economic downturns, particularly the recession of 1982, that EAPs are critical to employers during these times. Employees are under added stress, not only because of concern for their own economic security, but because of the increased pressure on the job to "do more with less." This is compounded on top of survivor syndromes they experience when fellow workers lose their jobs. EAPs will be busier than ever during these times, and management will increasingly look to EAP to help employees through these stressful times.

Much of the talk in Washington during the fall has been about the national budget. While a compromise package was finally agreed on, it is not a permanent solution. There was a lot of talk in the press about a national mood to defeat incumbent members of Congress. It did not happen, which means that basically the same members of Congress are going to have to continue to deal with the budget problems. That is not necessarily bad—after all, they know what the problems are. There is a lot of talk about the people sending a message to their elected representatives. The elected representatives are also sending a message to the people that the government cannot continue to spend more than it takes in and hard choices have to be made.

One "solution" that was enacted in the 1990 budget bill is an illustration of why EAPA and like-minded organizations have to forge long-range public policy strategies. It was decided that budget cuts in the domestic programs and those in defense programs would be considered separately. In