

EAP ASSOCIATION

EXCHANGE

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The 20th National Conference is coming and your gracious hosts from the St. Louis Chapter will greet you with old-tyme grace, charm and conviviality

Into the heartland

EAPA's Subject Search Catalog

EAPA is keeping pace with an EAP profession on the move and has fine-tuned its popular Subject Search Catalog. The new listings, shown in the menu below, are consistent with the newly revised Content Areas that constitute the CEAP Scope of Practice.

Here's how to order: Mark the boxes to the left of the titles you want. Make a check payable to "EAPA" for the total amount of your order, based on the prices shown to the right of each title. Mail the form with your check or purchase order to: EAPA, 4601 N. Fairfax Drive, Suite 1001, Arlington, VA 22203.

Advance payment is required, but telephone orders will be accepted if they are billed to American Express, Master Card or Visa. Telephone: (703) 522-6272.

Updated for the 1990s

TITLE	PRICE
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<input type="checkbox"/> Cultural Diversity	14.00
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Human Resource Management	
<input type="checkbox"/> Benefits Overview/Manager's Guide	14.00
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<input type="checkbox"/> Cost-Benefit Analysis/Effectiveness	42.00
<input type="checkbox"/> Cost Containment	19.00
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EAP Direct Services

- Case Load/Case Management 10.00
- Critical Incident Stress Debriefing
- EAP/Chemical Dependency Assessment
- EAP Referral Process
- Prevention

Chemical Dependency and Other Addictions

- Aftercare/Relapse Prevention
- Co-Dependency
- Drug Testing Bibliography
- Drug Testing Cost-Benefit Analysis
- Drug Testing/EAP Perspective
- Drug Testing Overview
- Employer Anti-Drug Programs
- Women and Chemical Dependency

Personal and Psychological Problems

- AIDS and the Workplace
- Physically Challenged
- Stress: Job-Related
- Work and Family: General

Also of interest

- EAPs in Higher Education
- EAPs in School Systems
- Audiovisual Reviews
- EAP Program Forms
- EAP Salaries
- Troubled Health Care Providers
- Troubled Professionals/Executives

Special Offering

- Fact Sheets (complete sets only)

Topics: Absenteeism, consumption, dollar impact/workplace use, drug-free workplace regulations, EAP response, employer investment in EAPs, four most prevalent workplace drugs, impact/job-performance measures, incidence/prevalence, positive consequences of EAPs, termination vs. treatment, Workforce 2000

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EDITOR'S COMMENT

THOSE OF YOU who attended the 19th National Conference last fall will remember being regaled in the exhibit hall by members of EAPA's St. Louis Chapter, where they donned their Sunday best—for the 1850s, that is—to ballyhoo the 1991 conference. We knew back then what we wanted on the cover of our promotion issue for the 20th National Conference, and this month we give it to you. The hosting St. Louis Chapter is a well-organized, tight-knit group of EAP professionals with three representatives on National EAPA's Board of Directors—conference committee co-chairs Don Magruder and Charlie Durban, and Jane Ollendorff—and a very strong supporting cast. They want to make sure you receive kid-glove hospitality during your stay in their American heartland city.

IN A FIELD THAT IS QUICKLY PROFESSIONALIZING, the conference's Program Committee, chaired by Mary Bernstein and Greg DeLapp, is proud to present you with a finely tailored educational program built on the theme of "Restructuring for Quality." After a rigorous proposal-selection process, cutting-edge workshop topics have been snug-fitted into five tracks: Internal Programs, External Programs, Labor, Treatment, and Research. The full bill of program topics and presenters, plus

Into the Heartland

descriptions of each of the 10 workshops in all five tracks, is also provided in our coverage. Needless to say, the workshops are approved for Professional Development Hours and your attendance at EAPA's National Conference each year provides you with nearly all the training you need to fulfill your PDH recertification requirements.

THE SECONDARY THEME of this issue is drug testing. Our eight pages of coverage provide you with current information on the federal agencies that require testing in regulated industries, the responsibilities of the medical review officer, state sanctions, the relationship of EAPs and drug testing, study results on drug testing, and more. Our goal is to provide you with a broad-based look at where drug testing stands in 1991.

Also featured are results of the CEAP survey conducted earlier this year by the Employee Assistance Certification Commission. This was the first comprehensive survey of CEAPs ever undertaken, and the long-awaited results are well worth reading.

Enjoy!

Rudy M. Yandrick

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The ladies and gents of St. Louis shown on the cover are (sitting, l-r): Mary Boeger, Janet Mug, Julia McCollum, Virginia Grady and Jane Ollendorff. In the back (l-r) are: Richard Hellan, Al Fressola, Austin "Doc" Barrick, Larry McCauley, Tim Hobart, Don Magruder, Jim Harting and Charlie Durban.

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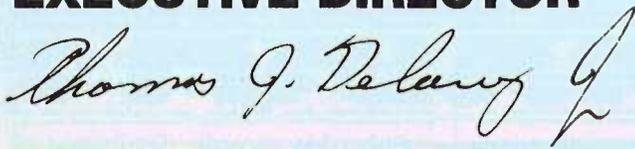
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FROM THE EXECUTIVE DIRECTOR



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

Last month's issue of the *Exchange* reported on the association budget for the fiscal year that runs from July 1, 1991 through June 30, 1992. As we enter the new fiscal year, it seems like an appropriate time to look back at the achievements of EAPA for fiscal year 1990-91.

The monograph entitled "EAP Solutions to the Employer Health Cost Crisis" was finished by the special board committee chaired by Sally Lipscomb. It was printed and released for publication last fall and is the definitive guide for organizations in establishing, implementing and evaluating EAPs and managed behavioral health care programs. In a related matter, the EAPA Board of Directors went officially on record as applauding the development of the patient placement criteria of the National Association of Addiction Treatment Providers and the American Society of Addiction Medicine.

New EAP program standards were completed by the Standards Committee. These were published in a booklet and also reproduced in the *Exchange*. These standards will be used by the field to market, plan, implement and evaluate EAPs. The national drug strategy that President Bush sent to Congress last February supported the development of EAP standards by states and the private sector. The EAPA standards are there for their use and we must insist that the government and private sector use them.

The past year has seen increased public policy activity. Two firsts were the development of a formal public policy agenda and the first annual EAPA Legislative and Public Policy Conference. The Legal Action Center developed the agenda from a phone poll of selected members. It was approved by the Board last November. The 1992 agenda will be developed this fall. The Standards included a definition of EAPA that was included

in a U.S. Senate committee report. Right at the end of the fiscal year, we learned that Senator Kennedy had introduced a bill that includes one of our chief 1992 objectives: to provide OSAP with authority to support more EAP activity. We also need to convey to Congress the need to support language for the Department of Labor to continue to expand its EAP efforts.

The Committee on Ethnic & Cultural Concerns completed the work for

a monograph that will guide EAP practitioners on the subjects identified in their committee name. It is currently being printed. The planning work was done on the EAP research journal. The first edition will be next winter.

The St. Louis Chapter completed a video on the association, and a national distribution system was established. Other promotional efforts included the use of a wire service to distribute news articles promoting EAPs.

EAPA's PUBLIC POLICY

Opportunity knocks; We need your help

Committees within the U.S. House and Senate are preparing to make recommendations on bills that would reauthorize many drug and alcohol treatment and prevention programs. As part of this effort, EAPA is seeking to promote the development of EAPs through two new initiatives. We desperately need your assistance if we hope to get our initiatives passed.

The first proposal would give the Department of Labor (DoL) the authority to administer a demonstration grant program to establish consortia for small businesses and study the most effective means for delivering EAP services to small businesses. The proposal would also provide funding for DoL to conduct a massive public awareness campaign directed to employers of all sizes and the public regarding drug and alcohol problems in the workplace and the use of EAPs to address these problems. While the focus of this proposal is directed at drug and alcohol issues in the workplace, it promotes the board-based definition of EAP and, in fact, would be the vehicle for getting EAPA's legal definition of EAP established in federal law.

The second proposal would give the Office for Substance Abuse Program (OSAP), located in the Al-

cohol, Drug Abuse and Mental Health Administration, authority to support the development of workplace programs designed to prevent drug and alcohol abuse and to identify, intervene with and assist employees who are affected by personal or family alcohol and other drug problems.

We are pressing for EAP initiatives in both the Department of Labor and Health & Human Services because the Core Technology places EAPs firmly within the health and labor fields.

We have sought the views of the field throughout the development of these proposals and wish to thank the individuals on the various policy committees who have responded to our request for feedback. For those who have not provided comments, we urge you to do so. Participation by the field is crucial if we are to develop proposals that reflect your needs and get them through the legislative process.

In the upcoming weeks, we will be asking you to contact your representatives and senators and ask for their support on these initiatives. Please respond to our requests for help in coming weeks and urge your colleagues to do the same. Congress responds only when constituents speak.