



# EAPA's Subject Search Catalog

*Updated for the 1990s*

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. Subject searches consist of a collection of journal articles, book chapters, brochures, pamphlets, ect. which provide information in a given topic.

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.

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Prices are good through June 30, 1993.



## EDITOR'S COMMENT

**ANY WAY YOU SLICE IT**, the standoff in Waco, Texas between the Bureau of Alcohol, Tobacco and Firearms and the Branch Davidians was (or is, at this writing) a human tragedy. It was serendipitous, though, that EAPA's scheduled editorial theme of cult groups and gangs coincided with the event. Our featured coverage this month explains the causes of the gang and cult phenomena and includes interviews with people who are "on the street" and dealing with the social fallout. Our coverage also includes guidance on counseling the parents of adolescents who are under the influence of cults or gangs. As experts told the *Exchange*, gangs and cults (including occult groups) appear to be gaining a greater foothold in American society, so these two "social ills" may start poring into EAP caseloads, if they are not already.

**THE INITIAL ENTRY** of a new column—Allies in the Workplace—begins in this issue. You'll find it each month inside the back cover. Two experts in vocational rehabilitation describe the how's, who's and wherefore's of VR, and the common interests it shares with EAPs.

This new column replaces "The Business Page," which enjoyed a successful run of three years and 11 months and

## *Tying an event with a social concern*

helped employee assistance professionals sharpen their business acumen. Our goal with "Allies in the Workplace" is to help you become a more valuable organizational asset.

**A SMATTERING OF ARTICLES** about EAPA personalities, events and new developments is also interspersed throughout these pages. Coverage includes: the last of a two-part article with President Sandra Turner, who imparts her views about the state of affairs in the employee assistance field; a biographical sketch of Vice President George Cobbs, with a second piece about his views on the MRO function; a photo recap of the 3rd Public Policy Conference; testimony by EAPA before the U.S. Department of Transportation; information about the 1993 Annual Conference and Eastern District Conference; a feature about the Houston Chapter; and an announcement about a new EAPA-sponsored training course.

These are big doings that you need to know about, so keep reading!

*Rudy M. Yandrick*

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#### PUBLISHED BY:

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

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The dramatic standoff in Waco is testament to what can happen when groups that prey on people's unmet needs, in this case a cult, go awry.

by Rudy M. Yandrick, editor

#### On the cover

Far left photo taken by KWTX-TV/Syigma; center, photo of Branch Davidians leader David Koresh by Rod Aydelotte, Waco Tribune Herald/Syigma; right photo of Branch Davidians compound by Bob Daemmrlich/Syigma.

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## FROM THE C.O.O.

# Being Family-Friendly

by Michael L. Benjamin  
Chief Operating Officer

Last month I was invited to be the keynote speaker for the EAPA South Florida Chapter conference, which had the theme, "Being Family Friendly Makes \$en\$.e." Co-sponsored by the Gold Coast Chapter, the conference's goal was to identify ways for EAPs to utilize the family as a powerful resource for business growth and development.

My presentation focused on the financial value of families as resources for bringing about positive changes among employees on the job, as well as including the family in the EAP Scope of Practice. I also addressed the changing demographics in the workplace and how those changes have enhanced the EAP's role in the evolution of work-family programming.

Significantly, the work environment is currently undergoing tremendous change. To begin with, there is an ever-increasing number of families in which both parents are in the work force, either by choice or by necessity. For example, 58% of mothers whose youngest child is under six years old, and almost 75% of mothers whose youngest child is between six and 17 years old, are in the work force. Additionally, 70% of employed mothers work full-time. According to the Bureau of Labor Statistics, almost 50% of the work force is female. At the same time, a recent study by Women's Policy Research reveals that working women who bear or adopt children lose earnings of \$31 billion annually.

### By Popular Demand!

The EAPA Job Bank is here! Look for our special application form in the May Exchange or call EAPA at (703) 522-6272 today.

In addition to these dramatic statistics, other significant changes in the American family are occurring, including the following: more than 16 million children in America—one in four—live with only one parent, usually the mother; each year more than one million children are affected by their parents' separation or divorce; and, each year more than one million babies are born to unmarried mothers. Thus, it's no small wonder that one of the busiest times for personal use of the telephone during the day is from 2:30-4:00 p.m. Why? Mothers (and sometimes fathers) are calling to find out if the kids made it home safely!

Can employers continue to ignore these external "forces at work" that tend to shape overall productivity while still expecting to become competitive in the coming years? Can EAPs ignore the emerging paradigm that encompasses family roles, social problems, and the workplace environment of the 21st Century?

From my perspective, the answer is a definite "no"! In a national survey of mothers who worked outside the home, almost 60% said that they needed to spend more time with their families. Although research has not yet answered the question of how mothers' employment affects children's development, it is safe to say that "parenting responsibilities" impinge upon the productivity of the lives of employees and employers. With the passage of the Americans With Disabilities Act of 1990 (particularly the "reasonable accommodation" provisions) and the Family and Medical Leave Act of 1993, there is becoming less of a division between work and family. In fact, these two pieces of federal legislation will shift in a most dramatic fashion the focus of employee benefits to family needs.

### IS YOUR COMPANY "FAMILY-FRIENDLY"?

Thus, an emerging role for EAPs will

be to assist their companies in problem solving around matching employee needs and concerns with company needs. Work-and-family issues, in this sense, will serve to redefine the employee/employer relationship. With this in mind, I have developed a 10-part questionnaire which could conceivably serve as an indicator of how "family friendly" a company is. Does our company...

1) participate in a community-based work and family coalition devoted to meeting the challenges of a changing work force?

2) have an array of flexible work policies (e.g. flexible leave policies, flexitime, a compressed work week, job sharing and phased retirement)?

3) offer benefits under the Internal Revenue Code, Section 129(d), that provide tax-exempt child care or dependent care assistance to employees?

4) provide day-care services directly or through a joint arrangement, or make funds available for child care?

5) offer adoption benefits, in a manner similar to maternity benefits, which are company-sponsored and financially assist or reimburse employees for expenses related to the adoption of a child?

6) participate fully in facilitating the collection of child-support payments through automatic wage withholding?

7) inform employees in low-wage jobs of their eligibility to the Federal Earned Income Tax Credit?

8) assist employees who are coping with eldercare by providing eldercare-assistance programs?

9) provide a tax-free transit allowance (\$60/month) under the Comprehensive National Energy Policy Act of 1992? *This allowance is usable on all local transit systems in your area, is administratively simple, and has appeal to small employers.*

10) provide a role wherein the EAP can serve as a corporate problem solver in determining the relationship between work and family?