

# EAP ASSOCIATION EXCHANGE

JULY 1993



VOL. 23 NO. 7

The Orange County  
Conference Committee  
promises EAPA  
a week of  
enchantment.



*This November, join us in Disneyland!*





## Don't miss your turn to be heard.

**A**nyone in the field of helping people has to be a good listener. Now it's your turn to be heard! EAPA's 1994-95 *EAP Consultants' Directory* is now being assembled. This is your chance to be included in a complete listing which will be marketed nationally in trade shows, educational campaigns and conferences where EAPA is represented. The *Directory* is also a resource used by Chambers of Commerce, State and Local Government Offices as well as Trade Associations and small businesses. For information on getting your services listed in the *Directory*, please mail in the coupon at right.

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## EDITOR'S COMMENT

**THAT'S WHAT** Disneyland's moniker is, and that's where EAPA will be for its 22nd Annual Conference on November 13-17. Sitting amid the attractions is the Disneyland Hotel, the locus of the excitement. In this issue's preconference coverage, you meet the coterie of EAP professionals—they of sunny southern California's Orange County—who are playing host.

Don't think for even a moment, however, that the bewitchment of Disneyland will subordinate the conference program. Cochairs Dennis Derr and Linda Stoerr-Scaggs, along with the rest of a diligent, meticulous Program Committee, have risen to the task. They have assembled an educational program around an *essential* theme, "The Value-Added Benefits of Employee Assistance."

It is *essential* because business decision makers, many of whom are seeking to download programs and services seen as unnecessary baggage in order to remain competitive, today demand verifiable value-added benefits from their purchases. The conference program will endow attendees with leading-edge EAP and managed care know-how essential for competitive advantage.

Our program coverage describes each of the workshop tracks and how they *add value* for participants. It's one more way that EAPA is focused on you, the customer, and intends to make the trip to the 22nd Annual Conference well worth the cost of admission.

## The happiest place on earth!

**ALLIES IN THE WORKPLACE**, the column that introduces EAP professionals to other occupational functions, continues with an article on organizational development. Dr. Myron Beard, of RHR International Company, describes how the focus of OD work has changed to helping companies develop new leadership.

Also in this issue, Jack Freckman describes efforts that led to passage of the EAP field's first state licensure law, in Tennessee. Elsewhere, a short feature describes the EAP at an Alcoa installation in Brazil and a request for proposals is issued by EAPA's Research Committee. Also, an author and subject index of *Exchange* articles published from July 1992 through June 1993 begins on page 39.

**FINALLY**, this is my 100th and final issue as editor of *EAPA Exchange*. I am continuing my career as a free-lance writer, specializing in human resource and behavioral health issues. In this capacity, I will contribute regularly to the *Exchange* and, hopefully, report on EAP-related issues to larger audiences in the business and health care communities. It has been a distinct pleasure to work on behalf of EAPA and I wish each of you the best of luck in your endeavors.

*Rudy M. Yandrick*

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*EAPA sent out its welcoming committee for this shot at Sleeping Beauty's Castle in Disneyland. Sporting the balloons and mouse ears are members of EAPA's hosting Orange County Chapter.*

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## FROM THE C.O.O.

# AIDS Focus of Conference, Commission Report

by Michael L. Benjamin  
Chief Operating Officer

During the month of June, the Ninth International Conference on AIDS opened in Berlin, Germany with nearly 16,000 scientists, public health workers, activists and journalists participating in this world-class meeting. Significantly, the National Commission on AIDS released its report which stated that as more and more companies have employees with HIV disease, employers must put in place policies for HIV-infected workers that provide opportunities for them to remain productively employed, without discrimination, for as long as possible.

Having been trained in public health as the Association's chief staff official, I see AIDS as one of the critical issues facing the employee assistance professional. This month's commentary, therefore, is focused on the National Commission on Acquired Immune Deficiency Syndrome's report calling on business and government to engage AIDS as a workplace issue. As the National Commission reminds us all, "At too many work sites managers and employees are in states of denial, complacency, or ignorance—all of which can have adverse consequences for individuals and organizations."

Why should EAPs be concerned with HIV disease? HIV is especially relevant as a workplace issue since AIDS is most common between 25 and 44 years of age, which coincides with the prime work years for most people. According to the report, more than two thirds of companies with 2,500 or more employees, and nearly one in 10 small businesses (those with less than 500 employees), have already encountered an employee with HIV infection or AIDS.

Despite the challenge to workplace managers, only about one-fourth of America's largest private-sector employees have HIV policies and programs, and the number of HIV programs in smaller businesses, which provide the

majority of employment in the United States, is minuscule.

According to the Commission, "the failure of many private-sector employers to address HIV disease will impair the productivity and competitiveness of many companies, and especially small businesses. It will also allow discrimination to occur and result in more HIV infections that otherwise might have been prevented."

To begin to meet the challenge of HIV disease in the workplace, EAPs should consider the following:

- become fully knowledgeable about HIV disease and the importance of workplace AIDS policy;
- insist that your EAPA chapter develop seminars on HIV disease;
- intensify efforts to educate employers about the requirements of the Americans With Disabilities Act, particularly training on reasonable accommodations for HIV-infected employees, those perceived as having HIV, and those employees caring for people with HIV; and
- collaborate with local AIDS organizations in the development of materials, particularly for small businesses that

often have the least resources and infrastructure for HIV policy development.

EAPA will be sending copies of the reports—*HIV/AIDS: A Challenge for the Workplace* and *Preventing HIV/AIDS in Adolescents*—to each of our chapters. Additionally, copies can be obtained directly from the National Commission on Acquired Immune Deficiency Syndrome, 1730 K Street, NW, Suite 815, Washington, DC 20006; phone (202) 254-5125; fax (202) 254-3060; TDD (202) 254-3816.

### CHANGE ON STAFF

In other business, this issue is Rudy Yandrick's 100th issue as editor of *EAPA Exchange/The ALMACAN*. Although he will be missed as editor, we will continue to read his very fine feature articles in future issues of the *Exchange*. At his going-away party on June 21st (it really was a grand picnic, with family members invited), Rudy was presented with a large collage of the many exciting covers for which he was responsible over those 100 issues. The best to you, Rudy!

### BOARD TRANSITIONS

#### Reynolds changes responsibilities, Ollendorff appointed to Board

The amount of work entailed in EAPA's Standards Project—especially as it moves toward implementing program accreditation—has become too great for a single person to direct. Therefore, President Sandra Turner has named Debra Reynolds, CEAP, to chair the newly formed Accreditation Committee for EAPA.

Previously, Reynolds was chair of the Standards Committee, a position to which President Turner has appointed Jane Ollendorff, CEAP. Ollendorff will head several other projects of the Standards Committee that are presently underway.

Reynolds works professionally as EAP director for Continental Airlines in Houston, Texas. Ollendorff works as manager of human resources for Personal Performance Consultants in St. Louis, Missouri.

As Standards chair, Ollendorff becomes a voting member of EAPA's Board of Directors. The Accreditation chair is not a voting Board seat.



Debra Reynolds



Jane Ollendorff