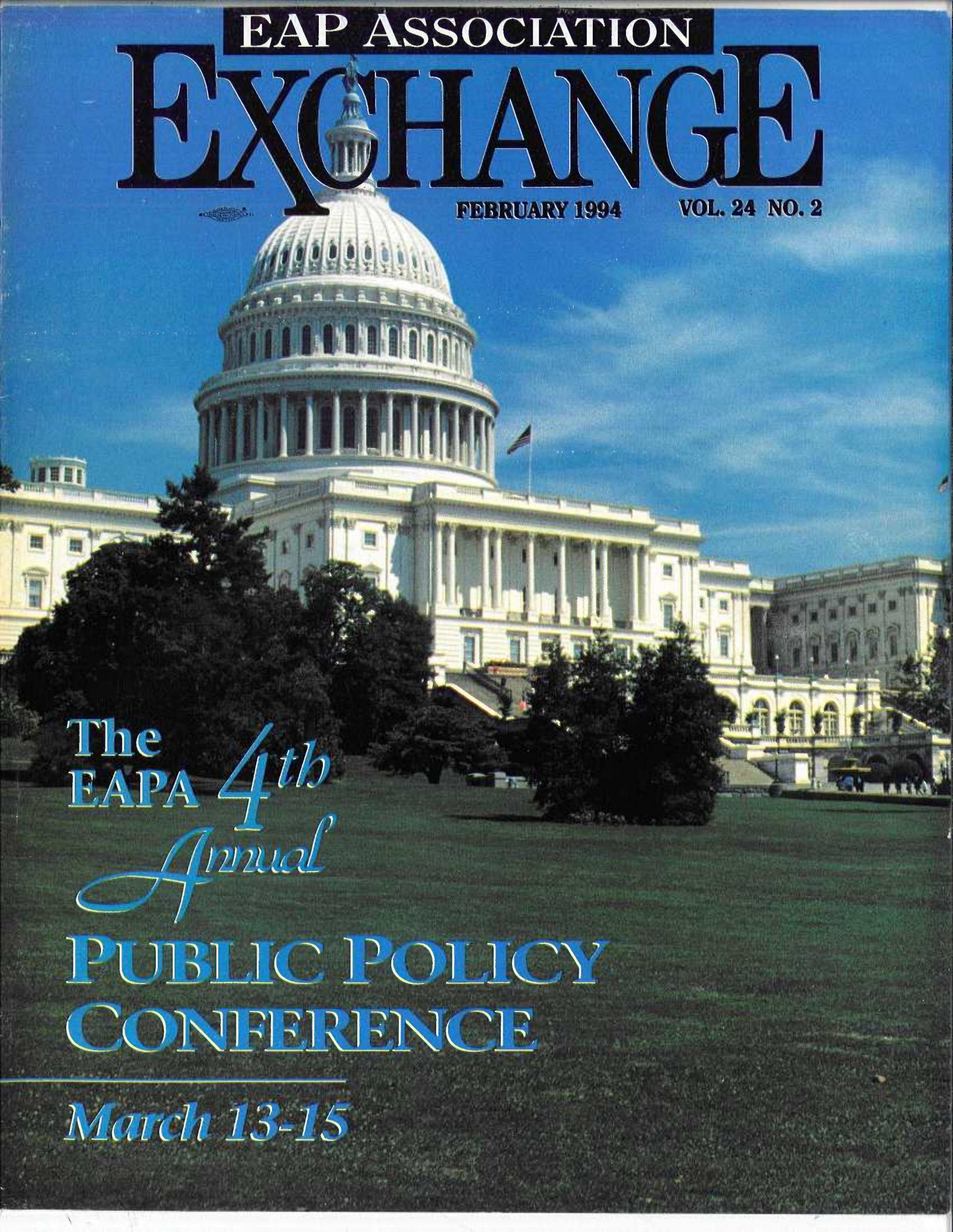


EAP ASSOCIATION

EXCHANGE

FEBRUARY 1994

VOL. 24 NO. 2



The
EAPA *4th*
Annual

**PUBLIC POLICY
CONFERENCE**

March 13-15



E · A · P · A T R A I N I N G

PRESENTING A 2-DAY EAP TRAINING COURSE

The Elements of EAP: A Comprehensive Overview

The Employee Assistance Professionals Association (EAPA) is pleased to present this quality two-day training, taught by two of the pioneering professionals in the field, Brenda Blair and John Riley. It is divided into six modules covering the six core areas of EAP practice and will provide participants with state-of-the-art information on the foundation of employee assistance programming.

This course is especially valuable to:

- human resource practitioners
- nursing and medical professionals
- benefits managers
- those associated with the allied health fields

The Need

EAPA has recognized the need and desire of those professionals working with EAPs to augment their existing skills and educational experiences with state-of-the-art information about the field of employee assistance programming.

The Results!!

*Good pace! Excellent group dynamics!
Great handouts! Great presenters!*

These were among the comments from participants of the course's first two offerings in Portland, OR and Trenton, NJ. Of a possible 5.0, the overall evaluation score was an excellent 4.65!

The Goal

To develop, expand and refine EAP knowledge, skills and abilities, regardless of educational and work experiences and encourage active class participation and discussion, thereby enhancing the overall learning experience and the direct application of presented information to participants' work environments.

Unlike anything presented before, the EAPA-sponsored training courses bear the endorsement of EAPA—the premier international association of employee assistance professionals, and the approval of EAPA's Education and Training Committee. EAPA's lamp-of-knowledge emblem is your assurance of a quality educational product representative of the EAP field.

Training Locations

- March 18-19, Radisson Hotel, Denver, CO
- April 5-6, Holiday Inn, Flint, MI
- April 18-19, Holiday Inn, Nashville, TN
- April 27-28, Roosevelt Hotel, Manhattan, NY
- September 12-13, Hyatt at LAX, Los Angeles, CA
- November 16-17, Back Bay-Hilton, Boston, MA

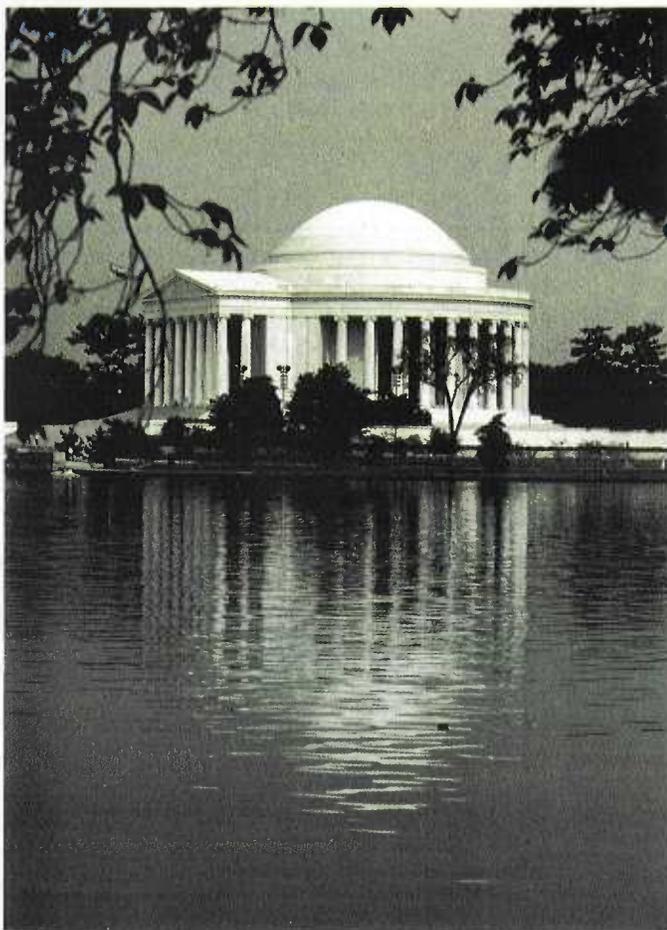
To register or receive a training brochure contact:
Employee Assistance Professionals Association, Inc.
2101 Wilson Blvd., Suite 500, Arlington, VA 22201; phone (703) 522-6272; fax (703) 522-4585

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The CEO of a managed care organization and integrated EAP responds to an oft-heard query.



With the wheels of government in high gear, the Health Security Act could well be before Congress this Spring. Be ready. Attend the Public Policy Conference, March 13-15 (see pages 2 and 3).

Cover photo: David Terbush, MPT
Jefferson Memorial: Walter Wise, MPT

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PRESIDENT'S MESSAGE

EAPA March on Washington

by Sandra Turner, CEAP
EAPA President

Now that I have your attention, allow me to make my pitch: **"We need you in Washington, D.C. for EAPA's Public Policy Conference."**

The dates are Sunday, March 13 through Tuesday, March 15. Why should you attend? Washington is a town in perpetual motion these days...keeping pace with our hyperkinetic President. Domestic and international agendas are being advanced on a fast track. NAFTA, GATT, the Brady Bill have passed the U.S. Congress on a remarkable wave of activism by this new President and Congress.

Healthcare reform is next on the agenda. I predict that some version of healthcare reform will be enacted by Congress before September, 1994.

EAPA's national Legislative and Public Policy Committee, chaired by Joe O'Sullivan, each local chapter's committee members, the EAPA Board of Directors, COO Michael Benjamin and Government Relations Director Maureen Kerrigan have been working hard over the past one-and-a-half years to strategically position EAPs for healthcare reform.

The November/December Exchange outlined EAPA's campaign regarding healthcare reform. It also focused upon EAPA's involvement in local, state and national legislative efforts on other issues facing EAPs: drug/alcohol testing; licensure of employee assistance professionals; ERISA plans; etc. This Legislative and Public Policy conference next month reports on all of these efforts and pulls employee assistance professionals into the "action." Professional associations such as EAPA do have a legitimate responsibility to mediate with government on public policy issues affecting their members and constituencies. EAPA's strength is truly in its numbers (members and related

disciplines) on Capitol Hill and in the statehouses across the U.S.

March, walk, ride with us to Capitol Hill this March 13 - 15! I look forward to seeing *you* there.

President Clinton's healthcare reform proposal has been called the most extensive social initiative by government since the New Deal. Last December I attended a seminar of the Health Action Council in Cleveland. The seminar leaders were Leonard Gray and Richard Knapp of William M. Mercer, Inc. Their remarks were profound, riveting the entire audience. Rick Knapp in particular spoke of the key human resource management and benefit communication issues facing companies large and small as a result of healthcare reform. He raised a number of questions that EAPs should pose to their managers in Benefits and Human Resources:

- *Will your company augment the basic benefit package with other benefits or wellness programs?*
- *Are your defined contribution and defined benefit plans overachieving in light of healthcare reform?*
- *Do you intend to boost base pay to cover a portion of the shortfall in benefits or increased employee contributions?*
- *What impact will healthcare reform have on your organization's total compensation philosophy and its components?*
- *How will employees — particularly those nearing retirement age — be anchored to your organization once "job lock" is gone?*
- *What will replace health benefits in the implicit contract between your organization and its employees?*
- *Will your organization change its mix of part-time employees in response to healthcare reform?*
- *Will healthcare reform force a change in your organization's basic business strategy?*
- *What role will your organization continue to play in providing healthcare*



information and assistance to employees?

- *How will your company ensure a return on the considerable investment it will continue to make once health benefits become "Social Security-ized"?*
- *What do you need to be telling senior management about healthcare reform...and what decisions should they be making now?*
- *How will you explain all this to employees, and when?*
- *Have you considered these issues with your companies and unions?*

Healthcare reform is not only a matter of economics, it has broad implications for the "culture" of American business. Benefits, especially healthcare, have been a major element in the contract between employers, unions and employees. When that element is removed from the workplace, what is the effect on the fragile balance in the "contract" between employees and their employer? Employees will no longer be tied to their workplace because of health insurance benefits. How will that affect their relationship with their employer? What will they expect from employers to replace this element of the benefits package? Will it be more empowerment, sharing in setting the vision of the organization, a more respectful work environment?

These organizational questions are a significant challenge to the American workplace and thus represent a significant opportunity for EAPs with organizational skills. 

REGISTER HERE!

for EAPA's 4th Public Policy Conference

March 13-15 • Loew's L'Enfant Plaza Hotel • Washington, DC

Conference registration includes all workshops, all PDHs, Monday Reception and Tuesday Breakfast

Name _____ (Credentials) _____

Company Name _____

Address _____

City _____ State _____ Zip _____

Telephone (_____) _____

EAPA Member Registration Fee \$175.00

Non-Member Registration Fee \$225.00

Additional Breakfast Tickets \$ 20.00

Yes, I will be attending the Monday reception

Check here if you are disabled or require special services. Attach a written description of your needs.

Registration Fee \$ _____ .00

Additional Tuesday Breakfast Tickets \$ _____ .00

Name of Guest(s) _____

Organization _____

TOTAL AMOUNT ENCLOSED \$ _____ .00

My check for \$ _____ is enclosed.

My Purchase Order for \$ _____ is enclosed.

Charge to my: [] American Express [] Visa [] Master Card

Card Number _____ Exp. Date _____

Cardholder's Signature _____

Please return completed form and payment to:
EAPA Legislative Conference,
2101 Wilson Boulevard, Suite 500, Arlington, VA
22201; (703) 522-6272; Fax: (703) 522-4585

Cancellation/Refund Policy: All cancellations must be in writing. Written requests postmarked prior to March 4, 1994 will be assessed a \$25.00 handling fee. There will be **no refunds**, for any reason, after March 4, 1994. Substitutions are always welcome.

