

EAP ASSOCIATION EXCHANGE

MARCH 1995

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Law
Enforcement

When the
Helper
Needs Help

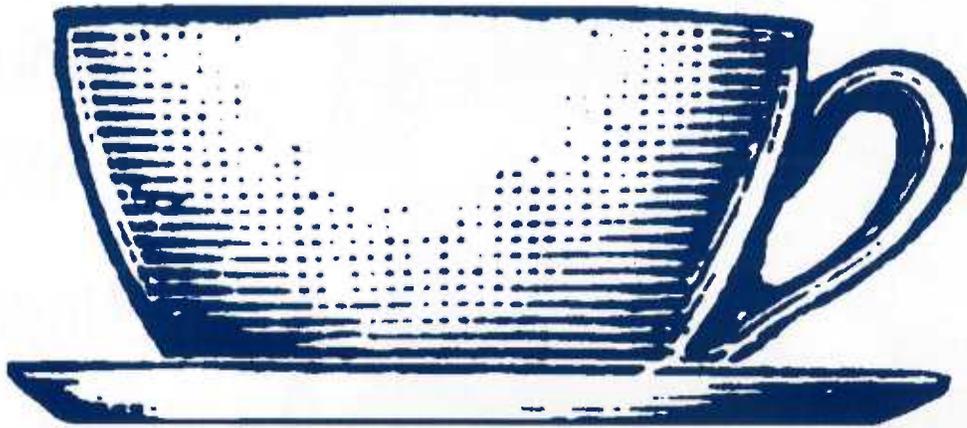


**STRESS
and Law
Enforcement**

AVOIDING BURNOUT IN THE EAP ARENA

SEATTLE

The Top 10 Reasons You Need to Be in Seattle in '95



- 1** Seattle has been ranked number one among places to live (Money Magazine) and to do business (Fortune Magazine).
- 2** Seattle is number four in the nation for sales at eating and drinking establishments.
- 3** Seattle has some of the purest drinking water in the nation.
- 4** Seattle is the undisputed espresso capital of America, leading the gourmet coffee trend and boasting espresso carts and coffee shops throughout the city.
- 5** Seattle is 44th in the list of U.S. cities by rainfall amounts, and has less rain each year than Atlanta, Houston, Boston, New York, Philadelphia, and Washington, D.C.
- 6** Washington state fisherman harvest more than 2.5 billion pounds of fish and seafood annually—more than half the U.S. catch.
- 7** Seattle has been ranked as best-in-the-West for manners, and #2 in the nation.
- 8** Seattleites buy more sunglasses per capita than any other city in the nation.
- 9** Seattle Metro Transit system was voted #1 transit system in the U.S.
- 10** The Employee Assistance Professionals Association will hold the 24th Annual Conference in Seattle, Washington, November 12-15, 1995 at the Seattle Convention Center.



Employee Assistance Professionals Association, Inc. 2101 Wilson Blvd. • Suite 500 • Arlington, VA 22201 • 703-522-6272

THE EAPA ANNUAL CONFERENCE • NOVEMBER 12-15, 1995

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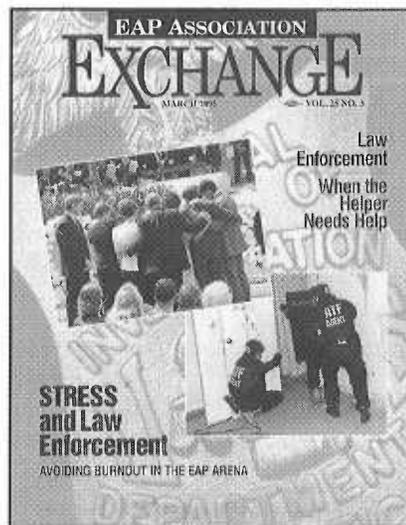
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About the cover: Many law enforcement employees experience more than their share of stress. Photos courtesy of U. S. Department of Alcohol, Tobacco, and Firearms.



PRESIDENT'S MESSAGE

Coming of Age

by George E Cobbs, Jr., EAPA President

Recently, two members of EAPA National Headquarters were invited to a briefing by Dr. Lee Brown, head of the White House Office on National Drug Control Policy (ONDCP). Before sending a proposed budget to Congress, Dr. Brown had called in a few organizations to alert them to his actions and request their support.

At the conclusion of his briefing, Dr. Brown said, "Don't think that you have been invited here by chance. Your organization has been carefully selected because you represent audiences that are of special interest to this office."

In a similar vein, the Center for Substance Abuse Prevention (CSAP) Division of Substance Abuse and Mental Health Services Administration (SAMSHA) invited me and 17 distinguished experts to participate in a panel on substance abuse prevention in the workplace. Other EAPA members included John Gehan, Paul Roman, Margaret Kraemer, Wayne Weston and Chuck Rabaut. Professor William Sonnenstuhl from Cornell University, who was the featured speaker at the labor luncheon during the 23rd Annual Conference in Boston, also joined us. There were 9 observers, including EAPA members Elena Carr and Don Godwin.

The panel and observers spent the next day and a half discussing a wide range of subjects including how to make prevention in the workplace work. Representatives from labor, management, small business, research, government, and law enforcement made this a lively and well-rounded discussion.

Most comments centered around how to impact small business with prevention methods. Small business, being the largest employer in this country, was viewed as an untapped market for prevention. There are many reasons for the lack of participation of small business in prevention-type programs, but time, size, and economics are the key factors. The panel felt that all factors have to be considered before developing a prevention policy that small business would buy into.

The role of EA programs was very prominently displayed during the workshop. I

could see the role of EA professional being enhanced by the very creative thoughts being provided by the expert panel. Prevention has been a part of EA program services since its origin and these panel discussions reaffirmed that fact. Getting small business to buy into employee assistance is a great prevention goal.

These two examples—the invitation to ONDCP and SAMSHA—are very important signs of the growing maturity of our Association. We banded together almost 25 years ago, labor and management, to bring about progress and change to what had

Regardless of what EA magazine you read or what EA conference you attend, when we join together on Capitol Hill, March 19-21, we will all be working for recognition of the EA profession nationwide.

once been an impossible situation—helping addicted employees back on their feet. Today, although we still stand as one of the newest professions in the country, we are pleased to see signs that EAPA's opinions are asked for and carefully considered.

I think these two examples bring us a significant message: Key legislators, i.e., those in charge of federal funds, have supported employee assistance programs in the past. But they don't know whether the programs were successful. Somehow we must have forgotten to let them know.

Come March 19, EAPA will be on Capitol Hill to deliver our thanks for past funds, our stories about lives, jobs, and families that



have tasted the success of employee assistance, and to request more federal funding. We will gather together as an organization proud that, almost one-quarter of a century later, we are still moving forward to help our brothers and sisters.

This is a vital mission for everyone in employee assistance. Regardless of what EA magazine you read or what EA conference you attend, when we join together on Capitol Hill, March 19-21, we will all be working for recognition of the EA profession nationwide. We will have but one cry and that is that employee assistance be allowed to receive federal and state funding. We will be completely united under one cause—and that's an important sign of a healthy and successful organization. ■

A handwritten signature in dark ink that reads "George E. Cobbs, Jr." The signature is written in a cursive, flowing style.

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Kay Springer Editor

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LETTERS TO THE EDITOR

Refusal to Test Means a Positive Test Result

Charla Parker's article, BATs, SAPs, and MROs: Understanding Their Roles, January 1995 issue

Here's a question to pose to Ms. Parker for a future article. What happens if Joe Brown has a brain in his head and tells you that he'd like to comply with the request; however, he was just leaving to go home as he's not feeling well.

The scenario is seriously flawed in my opinion as people with substance abuse problems aren't going to step into that invited problem. They'll tell you it will have to be another time as they've got a previous appointment. The truck broke down on the way to the clinic. I was robbed at gun point on the way over, and now I'm traumatized enough that I'll be off work for a while. By coincidence, I've just received a call about a family emergency, and I'm not sure yet what day I'll be back to town, but I'll call you the moment I get back. The test won't go well as I've been taking a codeine-based cough medication. And, no, it wasn't prescribed.

Compliance is not a realistic case scenario. The Joe you're talking about should be fired for just being stupid enough to comply and sign off all his civil liberties.

Home of the brave and land of the free, right? Has Joe got a union representing him or a personal lawyer that will give him a dozen reasons why and how he can get out of going in for the test?

*Doug Hockley, EAP Group Manager
British Columbia, Canada*

Response to Doug Hockley letter

Mr. Hockley's proposed responses from the driver being told it's time to be tested are exactly what I have heard during the last four years working with the Northern California Teamsters, who have been subject to drug testing since the 1989 regulations. I could add another series of funny and not-so-funny excuses; however, none of them flies.

The DOT regulations are very clear. Refusal to test is considered the same as a positive test. Not showing up for the test is

the same as refusing to test. The consequence of a positive test is immediate removal from the safety-sensitive position.

One of the roles of the union representative is to advise the worker of the consequences of a refusal to test. Because of this very important role, an EAPA labor-management committee provided oversight to all of the DOT training materials, which were developed in collaboration with Buckley Productions of California.

One of those committee members, John Estes of Teamsters Joint Council No. 7, served as the drug testing officer for his local No. 85 for four years. Five of the locals in Joint Council No. 7 operated their own pre-employment drug testing programs for the convenience of their members who work out of the hiring hall. It is with the support of the union that these drug testing programs

are carried out in such a way that members' rights are not violated.

I have had no case where an attorney has represented a worker who refused to be tested. I have had numerous experiences, however, with cases being grieved where the appropriate protocols were not followed during the testing process. In these cases, the union representative serves a very important role in ensuring that the employer has followed all the safeguards mandated by DOT, e.g., supervisor training, driver education, and use of certified SAPs, BATs, MROs, and laboratories. In my role as an SAP, the union representatives have been my best allies by helping to educate the safety-sensitive workers on the mandates of the old and new DOT regulations.

Charla Parker, MPA, CEAP

The South Florida Employee Assistance Professionals Association invites you to explore the dimension of organizational and personal change

Search for the Spirit of Change: A Futures Conference

**Tuesday, March 21, 1995
7:15AM - 3:30PM**

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Fort Lauderdale, Florida 33004

Early registration: \$55, \$45 (students)
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