

EAP ASSOCIATION

EXCHANGE

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VOL. 25 NO. 9

EAPA Visits Seattle

The Emerald City

24th Annual
Conference Issue
Featuring:

Matching Treatment
to the Diagnosis

The Drug-Free Workplace
and Today's EAP

Challenges Facing
State Government EAPs

**INSIDE:
FY 95 EAPA
Financial Audit
Report**

The Insight solution to a bad situation.

A year ago I had a problem. Brian, one of my employees, was missing a lot of work. When he did show up the work he did was sloppy and often had to be redone. Finally some of the other employees reported he was drinking on the job. It was costing us time and money, and the situation was potentially dangerous—these aren't toys we're playing with.

I didn't want to just give up on the guy, and I sure didn't want to have to look for somebody new to hire, so I called our EAP representative. They recommended Insight.

Turns out, all it took was some teamwork between the EAP rep, Insight, our company and Brian, and we were able to turn a bad situation into something positive.

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TABLE OF CONTENTS

FEATURES

- 5** A YEAR IN RETROSPECT
by the EAPA Finance Committee
- 7** CALL FOR PAPERS/SEATTLE UPDATE
- 8** THE ROAD TO ACCREDITATION
by George Grant, CEAP; Kirk Harlow; Teddy Kemp; John Maynard, CEAP; and Debra Reynolds, CEAP
- 12** DUAL DISORDERS: A CONFOUNDING CHALLENGE FOR PATIENT-TREATMENT MATCHING
by Richard Fields, Ph.D.
- 14** POST-TRAUMATIC DISORDER & SUBSTANCE ABUSE AMONG VIETNAM VETERANS: THE OTHER DUAL DIAGNOSIS
by Larry Ashley, Ed.S., CSW, CAC
- 18** CLIENT INVOLVEMENT IN TREATMENT SELECTION
by Victor Werner, MS, LPC, and Jimmie Wooding, MS, CEAP
- 21** THE DRUG-FREE WORKPLACE AND TODAY'S EAP
by David Stohler
- 26** CHALLENGES FACING STATE GOVERNMENT EAPs
by Jan Dellenbach, MSW, CEAP, and Gerry Pas, MS, CEAP
- 42** EAPA AUDITED FINANCIAL STATEMENTS, YEAR ENDED JUNE 30, 1995

DEPARTMENTS

- 2** PRESIDENT'S MESSAGE
Moving Along According to Our Plan
- 4** FROM THE COO
We've Come a Long Way Together
- 20** INDEX TO ADVERTISERS
- 25** LETTERS TO THE EDITOR
- 30** DOT UPDATE
The Benefits of a Public Policy Victory
- 34** POINT/COUNTERPOINT
Is There a Need for States to License EA Professionals?
- 35** INTERNATIONAL NEWS
U.S. and German Youth: Separated by More Than an Ocean
- 36** ON THE LABOR FRONT
Why Pay Attention to Labor Issues?
- 37** CONFERENCES AND WORKSHOPS
- 38** CERTIFICATION UPDATE
How to Recertify: By Exam or PDHs?
- 39** PUBLIC POLICY
EA Professional Licensure at a Crossroads
- 41** INFOTRACKS



About the cover: EAPA visits Seattle, the Emerald City for the 24th EAPA Annual Conference.

The Exchange welcomes the opportunity to review member submissions for publication, and to retain and use them as appropriate. The Exchange reserves the right to edit or decline submissions as necessary. Published articles by members do not necessarily reflect Association philosophy or policy.

PRESIDENT'S MESSAGE

Moving Along According to Our Plan

by George E Cobbs, Jr., CEAP, EAPA President

Last January, when I published my first message as EAPA President, I urged members to set their sights on three main points for the next two years:

- Becoming unified;
- Working within the agreed-upon budget;
- Focusing on our strategic plan.

It's my pleasure to tell you that these points have served us well, and we have already shown significant progress, even though we are only one year into our schedule. One of these three topics has received ample coverage in this issue. You will read more specific details about the results of working within our budget in the COO's Report (page 4), in the Finance Committee Report (page 5), and in the financial summary that appears on pages 43-45.

Now I'd like to take a little time to recognize our successes in the other two areas—working for unification and focusing on our strategic plan.

New CEAP Credentials

Last year in Boston, after a heartrending session about what the credentials should be for becoming a certified employee assistance professional (CEAP), it appeared highly unlikely that EAPA members would be able to come to an agreement on new standards. But those EAPA leaders who have seen us pull through other difficult times were willing to forge ahead in search of solutions. Thanks to goodwill and tenacity, visible in leaders on all sides of the issue, EAPA now has developed a new set of requirements that offers something for everyone.

Let me quickly point out that these new requirements do not offer everything to everyone, but they do embody the best of all options. Most of all, it was obvious that through our two points—working for unity within EAPA and focusing on our strategic plan—we were able to reach an excellent agreement.

I was particularly pleased to see how members of labor, the EACC, and the EAPA Board voiced their opinions candidly but with the utmost respect for the diverse opinions of others in the meeting. In retrospect, the successful way in which members worked together during this meeting may

become a model for future negotiations within EAPA.

The Windy City for EAPA's 25th Anniversary

Another piece of unfinished business, which was being discussed long before we met in Boston, was the Annual Conference site for 1996. As we moved into Boston last year, it appeared that Houston would be the next site for this annual event. After considerable discussion, however, it became apparent that we would have difficulties if we attempted to meet in a city that does not have union hotels.

Moving quickly—before any contract penalties came into effect—a small group gathered to discuss how we would resolve the issue. We followed a process and abided by the decisions that resulted from it. Chicago was selected as the new location for the 25th Annual Conference. We could never have made these decisions without a full commitment to unity.

Those EAPA chapters that have hosted previous conferences will tell you that it is a gargantuan effort, requiring a year or more to plan all the details that go into making a memorable event. We all owe the Houston Chapter a debt of gratitude. As a measure of their true Texas hospitality and EAPA spirit, they agreed to abide by our decision and have been extremely gracious, despite the grave disappointment they must have felt. We all owe them a lot.

Now the Northern Illinois Chapter faces the challenge of hosting one of the most significant events of our Association. They, too, have been very gracious and have pledged to make this next annual conference truly memorable.

To Be or Not To Be Accredited

We plan to meet in Seattle to discuss the pros and cons of establishing an accreditation program for employee assistance programs. The Accreditation Forum, scheduled for Sunday, November 12, from 6:15 p.m. to 7:45 p.m., in the Seattle Convention Center, will give all EAPA members an opportunity to voice their opinion about what actions EAPA should or should not take.

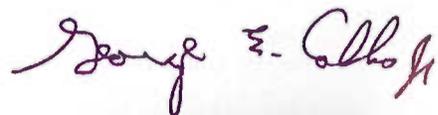
In the Business Meeting held during the District I Conference in Baltimore this past July, many members expressed concern about moving forward too quickly with an accreditation program. Working with the Board since then, I have taken steps to slow the process down so that we could take our time, gather more input from members, and consider the potential effects of our decisions. Once again, I will call on all EAPA members to remember our plans to work for unity within the Association and to focus on our strategic plan. During this discussion, our plans should include one more point—to work for what is best for EAP clients.

In the past two years, we have seen story after story of groups that call themselves EAPs but do not embrace the core technology or any other EAPA standards. We need some way to distinguish those programs that are bona fide EAPs, and accreditation is a process that has worked well for other professions.

It is important to note that some EAPs, may not choose to implement the accreditation process. Regardless of whether a group chooses to have their EAP accredited, EAPA needs to consider managing an accreditation process before some other organization or profession does it for us. Better that the leaders of the EAP field, and not some other group, manage the process that determines what best practices are in an EAP.

Don't Miss the Birthday Party

Please plan to be with us in Chicago from November 10 to 13 to celebrate EAPA's 25 years of leadership and influence in the EAP industry. This is an event we have all been waiting for, and it just won't be the same without each and every member of the EAPA family. We are expecting a record turnout, and we'll have many surprises on hand. Here's hoping we'll all be together in Chicago! 🎉



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