

E A P A

EXCHANGE

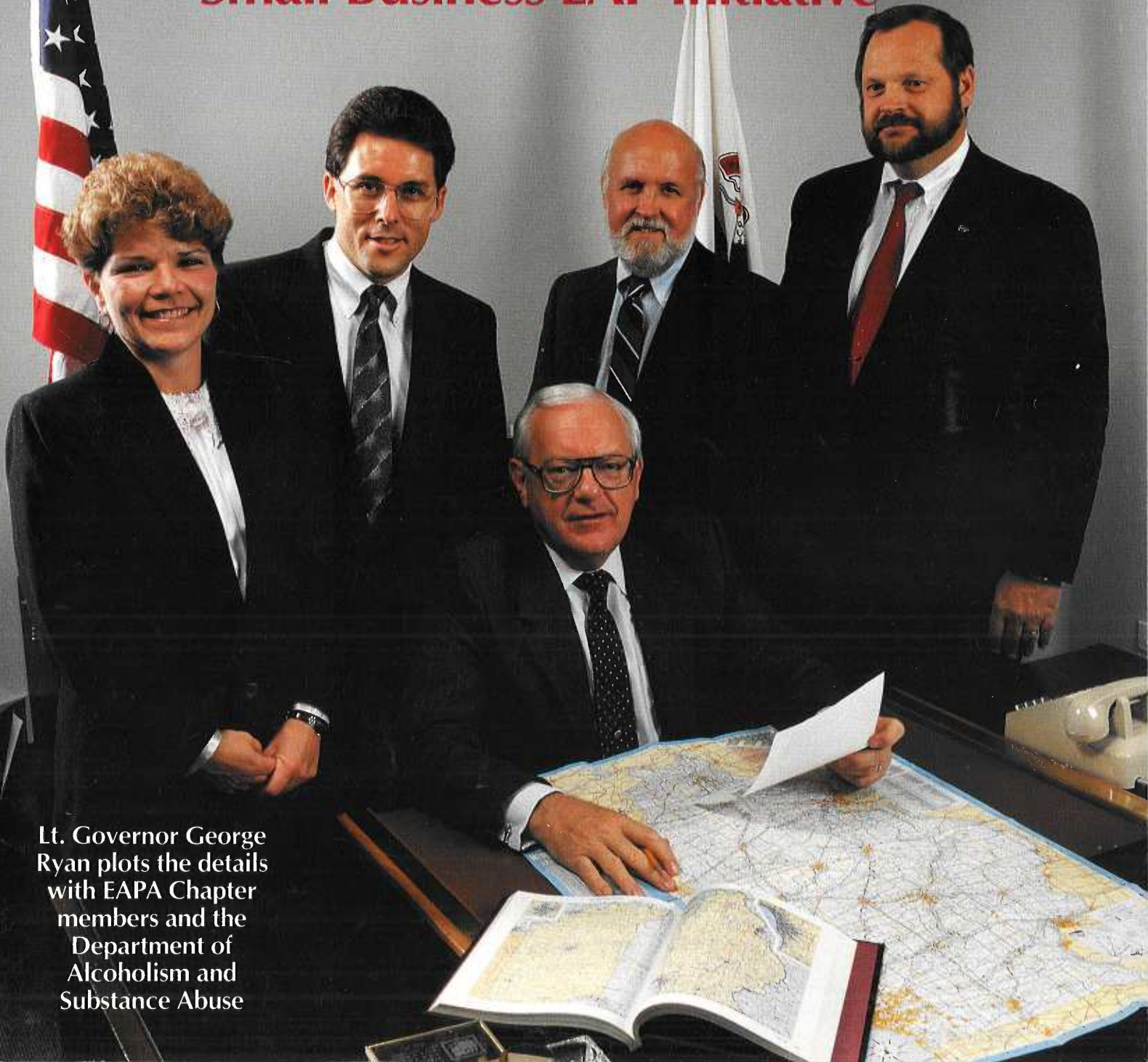
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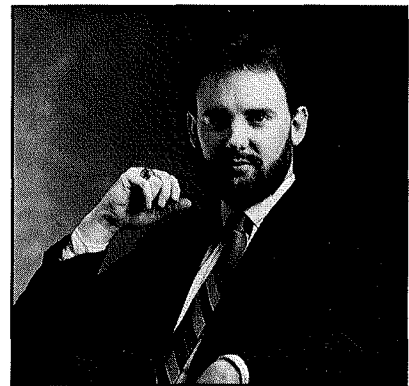
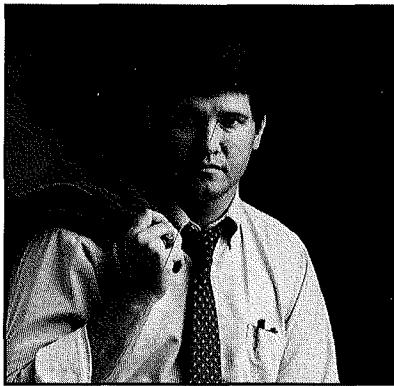
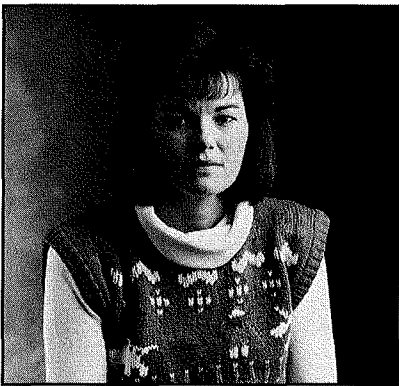
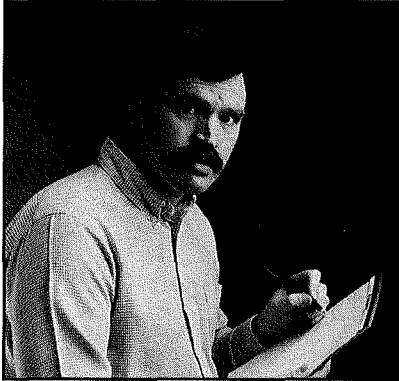
FORMERLY *THE ALMACAN*

Illinois Maps Out a Small Business EAP Initiative



Lt. Governor George Ryan plots the details with EPA Chapter members and the Department of Alcoholism and Substance Abuse

Which one of these employees has a drug problem?



All of them do...

Because if only one of these employees is a substance abuser, then all of the other employees, including you, are adversely affected as well.

Substance abuse is a major problem at many companies today. Chances are, your company either has a substance abuse problem now, or will have one in the future.

Timberlawn Psychiatric Hospital has a range of treatment options, individual and group therapy programs, and other recovery-oriented services all geared toward helping the substance abuser. An individualized evaluation

leads to selection of the most appropriate treatment program, which is further enhanced by specialized aftercare and monitoring services. Treatment team members include Board Certified psychiatrists, clinical psychologists, psychiatric social workers and substance abuse counselor specialists with certification in their field. The Twelve Step Programs are emphasized throughout the recovery process.

At Timberlawn, we understand the unique challenges faced by your company today. Call us for more information on how we can be of assistance.

TIMBERLAWN

PSYCHIATRIC HOSPITAL

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EDITOR'S COMMENT

The Multiplier Effect and Public Policy

WHEN A SOCIAL CONCERN

such as homelessness is attacked on several fronts, as is occurring in the United States with state and municipal governments and private enterprises, they can synergistically transform simple concern into a full-fledged movement that is fueled by the genuine convictions of the participants. This is one manifestation of the "multiplier effect," a phenomenon whereby the sum of the parts or activities is smaller than the actual outcome.

There are signs that the EAP field is benefitting from the multiplier effect, too. Evidence is contained in this issue of *EAPA Exchange*, which reports on a variety of EAP-related public policy undertakings in federal and state government and among EAPA chapters.

PERTAINING TO THE FEDERAL GOVERNMENT, one article is a policy analysis of the National Drug Control Strategy which was issued by The White House on September 5. It advocates EAPs as the single most effective labor and management tool in the national anti-drug campaign and builds on the statutory requirements of the Drug-Free Workplace Act of 1988. Also featured is the occupational programming work of the National Institute on Drug Abuse (NIDA), which has established itself as a bona fide advocate of EAPs. Other articles pertain to the announcement of EAP-development grants from the U.S. Department of Labor (DoL) and the results on a 1988

survey of employer EAP and drug-testing programs conducted by DoL's Bureau

of Labor Statistics.

ON THE STATE LEVEL, our lead feature is about a tripart small-business EAP development project in Illinois between the Lt. Governor, a cabinet-level substance abuse and alcoholism prevention department, and the state's EAPA chapter. Another is about a similar initiative on the drawing board in Michigan, and a third, in New York State, will run in December. Additionally, last month's issue publicized the bridge-building in Arizona between the governor and our local chapter.

WHAT ARE THE DESIRED outcomes of the multiplier effect created by these and other initiatives? EAPs will be further solidified as a mainstream human resources tool in business & industry, and we will have gained firm footing among small and mid-size businesses, which hitherto have been in the hinterlands of the EAP domain.

EAPA will reap the benefits as more EAP professionals join our ranks and as more chapters are formed in second- and third-tier metropolitan areas.

Rudy M. Yandrick
RUDY M. YANDRICK
EDITOR

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

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