

EAP ASSOCIATION

# Exchange

The Magazine of the Employee Assistance Professionals Association

## MEET THE 1998 AWARD WINNERS



**TED MAPES**  
*Member of the Year Award*

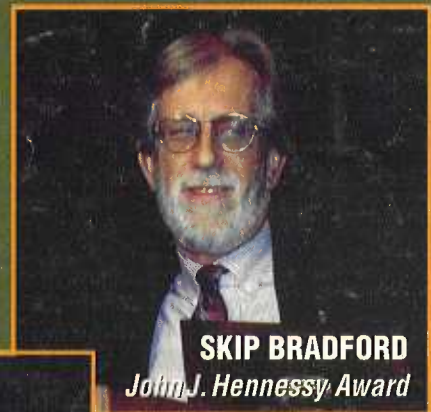
## Highlights of the 27<sup>th</sup> EAPA Annual Conference



**BOB HORNING**  
*Special  
Recognition Award*



**UNITED AUTO AND AEROSPACE  
WORKERS, LOCALS 218 AND 317, AND  
BELL HELICOPTER UNIT OF TEXTRON**  
*Ross Von Weigand Award Winners*



**SKIP BRADFORD**  
*John J. Hennessy Award*

- Working with Occupational Health Staff
- The Psychiatrist's Value to the EAP
- The Continuing Search for Depressive Disorders



**LEE MAUK**  
*Special Recognition  
Award*



**TOM MCHALE**  
*Special  
Recognition  
Award*

**INSIDE: FY 1998 FINANCIAL REPORT**

SEE PAGE 38

# EAP Net<sup>sm</sup>: Online Access To Your Core Technology

EAP Net communities contain preventive education articles, health-risk assessments and an ask-the-experts feature

The screenshot shows a web browser window titled "Your EAP". The browser's address bar contains "http://www.dcc.com". The page content includes:

- Navigation Menu:** EAP Net, Communities (Addiction, Emotional, Marital/Relations, Family, Legal/Financial, Personal Growth, Workplace, Medical, Disability Mgmt., Managers, EAP Counselors), Tools (My Profile, EAP Orientation, Contact Your EAP, Search, Feedback, Home Access, Help).
- Header:** "Your EAP" with a sub-header "Customize EAP Net with your logo, content and graphical design".
- Welcome Section:** "Welcome To EAP Net" with "Customized introductory text supplied by EAP".
- News Section:** "News" with three items: "Depression: The Value of Support Groups", "'Distressed' Personality Raises Risk of 2nd Heart Attack", and "Stress Management Seminar This Friday".
- Search Section:** "Search" with a text input field containing "depression" and a "search" button.
- Footer:** "Copyright © 1998, DCC® Inc. P.O. Box 2783, Westport, CT 06880, (203) 226-2680".

Callout boxes provide additional context:

- Top Left:** "EAP Net communities contain preventive education articles, health-risk assessments and an ask-the-experts feature".
- Top Right:** "Customize EAP Net with your logo, content and graphical design".
- Right Side:** "Introduction to your EAP services" (pointing to "EAP Orientation" link).
- Bottom Right:** "Employees can complete a profile to receive personalized news" (pointing to "My Profile" link).
- Bottom Center:** "A community just for managers containing interactive training and access to your counselors for consultations" (pointing to "Managers" link).
- Bottom Left:** "A private area for your EAP counselors for professional development and online access to provider databases" (pointing to "EAP Counselors" link).
- Bottom Center-Right:** "Request an EAP appointment" (pointing to "Contact Your EAP" link).

Call DCC today at 800-873-4636 to find out how  
EAP Net can increase usage, reduce front-end costs  
and help employees help themselves!

DCC® Inc.  
P.O. Box 2783 ♦ Westport, CT 06880 ♦ (800) 873-4636 ♦ www.eapn.com

# Contents

The Magazine of the EAP Association • January/February 1999 • Volume 29 No. 1



## Feature Stories



Occupational Psychiatry and the Employee Assistance Program Page 11



The Search Continues: Identifying Depression in the Workplace Page 14

### Reflections on EAPA Page 8

#### EA Professionals and Occupational Physicians: The Winning Workplace Team Page 9

by William W. Greaves, M.D.

Those in occupational medicine and employee assistance share similar goals and clients.

#### Occupational Psychiatry and the Employee Assistance Program Page 11

by Jeffrey P. Kahn, M.D., and Seth Aidinoff, M.D.

The first of a three-part series on how occupational psychiatrists view mental health in the workplace.

#### The Search Continues: Identifying Depression in the Workplace Page 14

by Kay Springer

Advice from a prominent occupational psychiatrist who works closely with EAPs.

#### Answers to DOT Questions from the Field Page 16

by Charla Parker, MPA, CEAP, and Sheila Macdonald, Director, Legislation and Public Policy

More answers to questions about DOT policies

#### EAPA, Inc. Audited Financial Statement Page 38

#### HIGHLIGHTS OF THE 27<sup>TH</sup> EAPA ANNUAL CONFERENCE Page 42

## Departments

- **President's Page Page 4**  
We're Up and Running
- **Index to Advertisers Page 4**
- **From the COO Page 7**  
Please Tell Us What You Need
- **Internal EAP Spotlight Page 24**
- **Conferences and Workshops Page 25**
- **Certification Update Page 26**  
Transitions for the EACC
- **On the Labor Front Page 28**  
Learning to Help Union Members
- **Public Policy Page 29**  
EAPA's 8th Annual Public Policy Conference
- **International News Page 33**  
Dignity and Diversity at Work
- **EAPA Staff Directory Page 34**

# Put the power of information to work for you



**NMHCC**  
*The Driving Force  
in Managed Care*

March 29 – April 1, 1999  
Georgia World Congress Center  
Atlanta, GA



**Meet 600 top companies in the Exhibit Hall**

**Participate in challenging symposia, debates, and discussions**

**Network with over 11,000 of your peers**

**Learn solutions and answers at our acclaimed conference**

**Earn accreditation towards AHIMA, CCM, CDMSC, CRC, and more**



## Hear incisive Keynote Speakers



The Honorable Ann W. Richards



Dr. Ruth Westheimer



Steve Forbes



Reginald Ballantyne, III



**NEW! Managed Care University**

**NEW! Physician tracks**

**NEW! Privacy and Security tracks**

**NEW! Alternative Medicine track and pavilion**

A1-YYB-2

The 11th Annual  
National  
Managed  
Health Care  
Congress

**NMHCC**  
**NMH/IT**

**Save \$200 on Conference Registration!**  
**FREE EXPO PASS**

**(\$50 Value!)**

Call 888-882-2500 • e-mail [info@nmhcc.com](mailto:info@nmhcc.com)  
visit us online at [www.nmhcc.org](http://www.nmhcc.org)

# Sundown M Ranch

Established 1968

*The oldest residential alcohol and drug addiction treatment center in the state of Washington*

## **We get Results**

Our independent outcome studies show 68-72% of these individuals completing treatment are still clean and sober after the first year.



## **Affordable**

Our costs are the most reasonable in the nation. A 21-day inpatient ADULT stay is \$2730 or \$130 per day. A 28-day inpatient ADOLESCENT stay is \$4060 or \$145 per day. These prices include psychiatric and medical consultation, family counseling and family room and board. Treatment is covered by most insurances/managed health care.

## **Experienced**

Sundown M Ranch has been in operation since March 1968. Over 45,000 adults and adolescents afflicted with the disease of alcoholism and drug addiction have been led back to sober, productive lives by our dedicated, well-trained professional staff.



## **Sundown M Ranch**

P.O. Box 217, Selah, WA 98942  
(509) 457-0990 (800)326-7444

# President's Page

## We're Up and Running

by Gregory P. DeLapp, CEAP



GREGORY DELAPP, CEAP  
EAPA President

**T**he past several months have been an interesting mix of excitement, challenge, pure fatigue, and humility. I see the pattern continuing for the next two years!

I entered the role of EAPA president full of excitement, ideas, and limitless goals. Reality has had a way of tempering all that. The challenges are immense, and because we belong to an Association with such diverse voices, I marvel as we search for a roof large enough to cover all our interests. The rush of pre-conference activities, constructing the formal and informal mechanisms of running a two-year EAPA administration, the wonderful conference in Las Vegas, chairing my first Board meeting, and the huge number of issues begged on by all of the above...left me very, very tired.

We have all been there: fatigue, over-committed, juggling immediate responses to daily demands with the patience and thought needed to be strategic. Did I mention there is a family life in there, too? Leaves one with an overwhelming sense of humility. I am excited, challenged, fatigued, but truly humbled by the role of president of EAPA.

Not to worry—I am up for the challenge. And, we are going to move this Association forward! We are going to do that by getting excited about what we are, who we are, and how we get better at what we do; by meeting and exceeding the challenges before us; and by using the professional development, technological, and educational tools available to us. We are going to move forward based on our core capabilities and future utility as EA professionals.

EAPA and its 7,200+ members have a lot to offer the employees, employers, unions, and communities where we practice our profession. We have a tremendous amount to offer each other as well. We do our best when we drop the walls, the old tapes, and the single-issue interests that have fueled our incredible ability to chal-

*We must tackle our issues with a commitment to an open, non-threatening, and constructive search for solutions.*

lenge each other (our eighth point of core technology, perhaps!).

As your new president, and working with the new Board of Directors, and the EAPA staff, I am committed to identifying opportunities, finding solutions, learning from what others have to offer, and moving forward in promoting EAPA and the EAP profession. I have a lot to learn, and am counting on learning it from my peers in EAPA. I need your interests, energy, and opinions to get there. Feel free to give them at any time!

In future issues of the *EAPA Exchange*, I will delineate process, policies, strategic intent, and road maps as to how we can keep moving forward. I will highlight the efforts of our members. I will continually ask for your

interests, energy, and opinions. I am going to insist that we tackle the issues—tough as they may be—with a commitment to an open, non-threatening, and constructive search for solutions. You should expect no less.

There are many EAPA members who serve on the Board, chair and serve on committees, lead chapters, and demonstrate their interest and commitment to moving forward. Join us! We welcome your participation.

Finally, and with genuine humility, I am grateful for the unique opportunity to serve as president of EAPA. I thank Carpenter Technology Corporation (my employer of 17 years), the members of EAPA, and my family for allowing me to be in a position to serve. Let's go! ☺

Gregory Delapp can be reached at [gdelapp@cartech.com](mailto:gdelapp@cartech.com).

### Index to Advertisers

Adcare Hospital .....	18
Alegent Health.....	27
Balance .....	C-4
Blair & Burke .....	34
DCC .....	C-2
Desert Canyon.....	19
Equitable Foundation .....	15
Father Martin's Ashley .....	43
Medcomp .....	23
Montgomery Gen'l Hospital .....	C-4
Motivision .....	5
Office Automation Systems.....	5
Performance Res. Press .....	6,19
Pride Institute .....	24
SASSI.....	27
S.W. Regional SA Conference.....	25
Sundown M Ranch .....	3
John Wiley.....	25
Xpression Products .....	18