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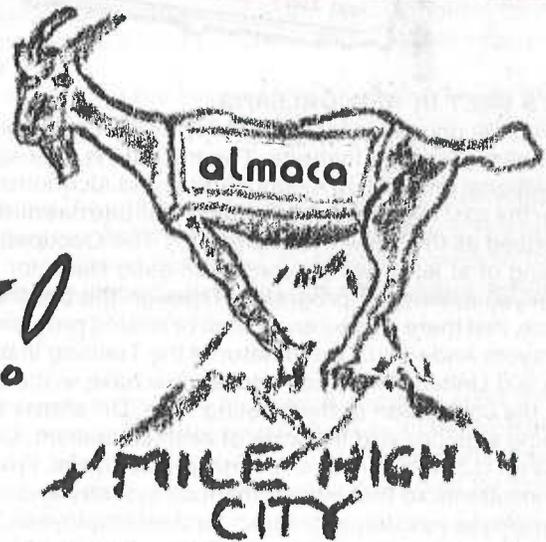
April 1974

**almaca**

**the almacan**

ASSOCIATION OF LABOR-MANAGEMENT ADMINISTRATORS AND CONSULTANTS ON ALCOHOLISM

HELLO, DENVER  
HERE WE COME!



#### UPDATE ON THE DENVER DOINGS

Some changes, additions and betterments are listed for the ALMACA third annual convention at the Denver Hilton in the mile-high city April 25 through 28. Final programming and all the details will be available at the hotel headquarters on your arrival at the Registration/Hospitality/Message Center Booth on the mezzanine foyer.

New this year is the meeting of the Occupational Program Consultants Association, starting at 5 PM on Thursday, April 25. Participants in Forum I on industrial programs include Rowland L. Austin (General Motors) and Keith P. Kalley (United California Bank) for industry, and Harvey Anderson (NIAAA), Bill Combs (IAMAW), Chuck Johnson (NCA) and Jerry Tucker (UAW) for labor, while Weldon Butterworth (Alcoholism Council, Greater LA), Robert K. McGinn (OPC, Madison, Wisc.) Logan Van Poole (OPC, Albuquerque, NM) and John H. Williams (NCA-NY Aff.) will sit as consultants.

Civil government, Forum II, has as its chairman Donald A. Phillips (US Civil Service).

For military programs, Forum III, add Lt. Cmdr. Bill Jernberg and Lt. Cmdr. Joseph B. Arnold to the Navy delegation. Major

John G. Murphy joins the Air Force team, and the Army is represented by Lt. Col. Hal Allen.

Forum IV on treatment modalities and education has representatives from Beverly Manor Alcoholism Hospital in California; Chit-Chat Farms, Pennsylvania; Harrison Treatment Hospital, Des Moines, Iowa; Hazelden in Center City, Minn.; Tucson General Hospital, and the Joint Committee on Accreditation of the American Hospital Association.

There is scheduled a meeting of all ALMACA voting members on the Association's bylaws on Friday, April 26 from 11:30 AM to noon chaired by Frank Huddleston, president, and Roy Harris, newly-elected bylaws committee chairman.

Also on Friday, at 5:15 to 6:00 PM, are meetings of the four divisions of ALMACA: consultant, administrative, labor and general. Attend the one that suits your job, and share in the vote for division officers.

On Saturday, Forum VII on insurance problem-solving has as panelists Robert E. Pearson and Lewis F. Presnall, both of the Kemper group.

Saturday's luncheon speaker is now slated to be George B. Morris, Jr., vice president for industrial relations of the General Motors Corporation.

And at the joint luncheon, members of ALMACA, the American Medical Society on Alcoholism, and NCA, on Sunday, April 28 at noon, will be hearing a discussion of "Updating Concepts on Alcoholism in Industry."

This information supplements that given in the March, 1974 issue of the ALMACAN. Check your programs for any possible last-minute changes and for space assignments when you reach Denver. *Welcome!*

### Alcoholism Rate of Doctors Is Called Highest in Nation

SAN FRANCISCO, March 4 (UPI) — Physicians suffer the highest alcoholism rate of any profession in America, the California Medical Association was told yesterday.

"We lose the equivalent of one medical school class a year," said Dr. Charles E. Becker, head of alcoholic detoxification at San Francisco General Hospital.

Dr. Becker, also an assistant professor at the University of California Medical Center, urged physicians to be more alert to early symptoms in themselves and their patients.

### MENTAL ILLNESSES get more coverage in some corporate health benefit plans.

Firestone Tire boosts payments for psychiatric visits to \$30 each from \$20, adds coverage for visits to clinical psychologists. Blue Cross of Northeast Ohio paid for 660 cases of out-patient treatment last year, almost five times the 1970 level, indicating expanding coverage. Such care is one of the five health benefits most commonly used by California teachers.

Savin Business Machines Corp. finds its psychiatric-care coverage results in less employee turnover and a "more stable, more adjusted workforce." A Sun Oil benefits manager says, "We try to treat mental problems as much as possible like any other problem." But many employers limit out-patient reimbursement to half the cost so people won't "lean on a psychiatrist indefinitely."

*One psychological counselor credits the push for medical treatment of alcoholism with "opening the door to mental health benefits in the corporate world."*

### OPC'S MEET IN NEW ORLEANS

Over 100 occupational consultants from 49 states met in New Orleans January 6-13 for the fourth National Occupational Alcoholism Training Institute. The Institute is sponsored jointly by East Carolina University, Greenville, North Carolina, and the National Institute on Alcohol Abuse and Alcoholism (NIAAA), Rockville, Maryland.

For the past two years, the Training Institute has directed a new and comprehensive approach in the training of what has been described as the "New Profession" . . . The Occupational Program Consultant. The nationwide effort is the beginning in the training of at least two persons from each state, for the purpose of working with companies and governments to establish employee assistance programs. Through the program, employees who have indicated, through deteriorating work performance, that there may be an alcohol or related problem can receive professional assistance.

Brayom Anderson, Coordinator of the Training Institute, points out that the results of this two year effort indicates that more than 300 United States companies now have written policies that are providing on-the-job help to thousands of employees.

At the conclusion of the meeting here, Dr. Morris Chafetz, Director of NIAAA, expressed high praise for the quality of the training sessions and the work of each consultant. Chafetz said that with these 112 consultants a significant impact has been made on U.S. Industry and American employees. From this good foundation, Chafetz said, "We hope to train a sufficient staff of consultants so that every American industry and state and local government might be given the opportunity of developing an employee assistance program for their employees."

A commencement exercise on Friday, January 11, closed the training session. In addition to Dr. Chafetz, Dr. Leo Jenkins, Chancellor of East Carolina University, Dr. David J. Middleton, Dean of Continuing Education, East Carolina University, and Donald Godwin, Branch Chief, Occupational Branch, NIAAA, gave remarks concerning the accomplishments of the Occupational Program Consultants both during the training process and in the field.

### "ALCOHOLISM AND YOUR HEALTH" IS BIG BOOK ON BOOZE

Published by the Charles Publishing Company of Los Angeles for a \$12.50 price tag, "Alcoholism and Your Health" is a compendium for the lay reader, and a reference volume for the professional. The 243-page primer is by Louise Bailey Burgess, a newswriter, novelist and counselor to family groups, who includes an introduction by Senator Frank E. Morse, co-sponsor of PL 91-616 on alcoholism, the text of The First Special Report to Congress on Alcohol and Health, excerpts from the Second Report on Marijuana and Drug Abuse, and the text of PL 91-616. Eighteen pages are devoted to industrial programs in a standard approach to the subject, with not much new except for an interesting misspelling of Ross Von Wiegand's name. It's a good basic text.

### **PAUL SHERMAN TELLS OF ITT PROGRAM**

A meeting of the Labor-Management Committee of the National Council on Alcoholism-New York City Affiliate, Inc. was held on February 14, 1974 at the Equitable Life Assurance Society of the U.S., 1285 Avenue of the Americas.

Co-Chairman Luther Cloud, M.D. opened the session. Dr. Paul Sherman of I.T.T. was then introduced by Dr. Cloud. In describing the program of I.T.T. Dr. Sherman noted that it had 160,000 employees in some 70 companies around the country. He stated that from the beginning they had received a commitment from top management to proceed with the implementation of this program nationwide. "A successful program must involve both personnel and medical," Dr. Sherman said. The I.T.T. program is still in its early stages but the results so far are described as encouraging.

John Williams showed the new film "Business With A Twist", a 16mm color-sound production which dramatizes the roles of the supervisor, personnel and medical in confronting the alcoholic employee. Made with the support of WNEW-TV and the New York State Department of Mental Hygiene — Division of Alcoholism, it is available for loan and for sale.

### **OSCEOLA ALCOHOLISM UNIT OPENS**

The Osceola Alcoholism Unit, in St. Cloud, Florida opened in mid-September of 1973, and served more persons in January and February than it did in its first four months, Unit Coordinator Lila Dickerhoff reports. "After four months of operation, the purpose and potential service of the unit became better understood by law enforcement personnel and others throughout the county with their referrals increasing substantially," Mrs. Dickerhoff observed.

A "drying-out" and short-term residential facility for problem drinkers, the unit is operated by Mid-Florida Center for Alcoholics, Orlando, under a contract from the Community Mental Health Board of Central Florida. Mrs. Dickerhoff pointed out that the unit's services are available to all persons feeling a need for them, the services including information for problem drinkers' family members or friends. Such information can be obtained by telephone, the number being 892-6336 in St. Cloud, or by a visit to the unit at 1102 Tenth Street.

### **INDUSTRY SEMINAR SET FOR ANN ARBOR, JUNE 19 - 21**

"Can you identify and can you afford to employ an alcoholic?" These questions provide the central theme for the seminar on "Alcoholism in Industry" being sponsored by the Society of Manufacturing Engineers. The program, first of its kind to be developed by an engineering society, will discuss alcoholism as it relates to corporate costs.

As Lewis F. Premall, Manager, Behavioral Science Service Division, Natural Loss Control Service Corporation points out, "Companies not having some sort of alcoholism program are saying, in effect, that the company will pay an economic premium for the successful concealment of alcoholism."

Companies utilizing the newer medical concepts and the growing body of knowledge about alcoholism are reporting effective results from their programs: Allis Chalmers — Absentee rate slashed from 8% to 3% and discharge rate from 95% to 8% — savings to the company of some \$80,000 per year estimated; DuPont — 950 alcoholics, 1.09% of employees, 66% successfully rehabilitated.

With these statistics in mind, SME has developed this seminar to demonstrate that a viable alcoholism program should be an important component of every organization's loss control system.

Set for June 19 - 21, 1974 in Ann Arbor, Michigan, the program will cover the following questions: (1) What is the nature of alcoholism? (2) How can industrial alcoholism controls reduce losses? (3) What present programs are saving money? (4) How does a small organization develop an effective program? (5) Does additional insurance coverage for alcoholism treatment actually increase costs? (6) What results can you expect from an alcoholism treatment program? and (7) What resource materials are available to a company wishing to develop a program of its own?

For a brochure containing complete program and registration information, write to the Engineering Conferences Department, Society of Manufacturing Engineers, 20501 Ford Road, Dearborn, Michigan 48128 or phone 313/271-1500, Ext. 54.

### **DICK MAHAR JOINS NY STATE REHAB CENTER**

Serenity Farms in Bath, New York, has gained the services of Richard M. Mahar. As administrator, Dick will work with industrial concerns in the region in setting up pipelines to the center for rehabilitating alcoholic employees. Serenity Farms is a private, non-profit facility scenically located high in the hills, and is designed to provide a congenial, in-depth approach to the problems of restructuring the alcoholic's life after he has gained physical sobriety. Write Dick at Box 154, RD 1, Savona, New York 14879.

### **CAROLINIAN SEEKS INDUSTRIAL CHAPLAINCY**

John A. Kirk, 500 Fairway Drive, Southern Pines, NC 28387, is looking for larger fields from his present vantage point with North Carolina's Department of Social Rehabilitation and Control. He seeks a post as pastoral counselor in industry, working with troubled employees to resolve problems that have retarded productivity. John is a Methodist minister; has participated in training sessions on alcoholism, and done individual and group counseling on alcoholism in prisons, correctional facilities and in the community.

### **QUOTE OF THE MONTH... "A FAIL-SAFE PEOPLE SYSTEM"**

Don Hawker, employee relations manager for the General Telephone Company of the Northwest says that his company's program could be defined as an "organizational process that allows people to resolve their personal problems without jeopardizing their success as people. It's a sort of fail-safe people system."

The year-old service, "Where to Turn," has been hailed as a leader in the field of employee assistance by NIAAA, and often counseling is done by telephone over the five-state territory of the phone company.

### **REMEMBER THE MAIN OFFICE**

331 Middlefield Drive, Akron, Ohio 44312 is the address of ALMACA's business office, where Gloria Molenaar reigns. Mrs. Molenaar tells us that mail is still going to the old address, where it shouldn't. For membership info, business details of any sort, queries about the Association, and all else except editorial contributions and queries, it's 331 Middlefield.

## **KENOSHA COUNCIL TRAINS INDUSTRY**

The Kenosha (Wisconsin) County Council on Alcoholism has recently finished an inservice training course at Dynamatic Corporation, the Kenosha division of Eaton, Yale & Towne, which now joins American Motors Corporation and Jockey International in this community as those having written policy statements. The course consisted of three training sessions for management, labor and first-line supervisors, over a three week period. The sessions were given during the hours the plant was in operation, making it necessary to form three groups each week, so that others could continue production as usual.

Services for employee personnel with behavioral-medical problems will continue to be provided by St. Catherine's Hospital (28-day treatment program); the Kenosha County Council on Alcoholism for information and referral, training, and counseling sessions; and the Family Counseling Center (mental health clinic) and other local help agencies.

## **NORTHERN VIRGINIA GAINS CONSULTING SERVICE**

An Occupational Consulting Service for use by business and industry in solving problems created by alcoholism has been developed by the Council on Alcoholism for Fairfax County, Inc. in Fairfax, Virginia. Jim Huard, occupational program consultant for CAFC, has worked with Occupational Alcoholism Programs in New London County, Connecticut, and is a consultant to NIAAA, Occupational Branch for Civil Service programs.

Jim is now touching base with the business and industrial community in Northern Virginia, offering an effective program that is carefully fitted to the needs of a particular company or agency. In essence, the CAFC Occupational Consulting Service helps companies formulate policy, provides training for managers and supervisors, and provides referral to appropriate treatment facilities in the community. Periodic evaluation is also included in this service.

The training program for supervisory personnel uses various tools such as "The Dryden File," the Wayne Powers Action Maze, and role playing. To help employees with alcohol problems, managers and supervisors learn how to observe, document, confront and use a referral procedure. They will no longer need to spend time as diagnosticians and counselors, but can do the job they were trained for, supervising.

## **LOS ANGELES RECEIVES CLOSE TO \$3,000,000 FOR ALCOHOLISM SERVICES**

Los Angeles County, with its estimated giant population of 6,967,000, this month begins distribution of its sizeable share of the \$9,000,000 California alcoholism funding program under Senator Arlen Gregorio's widely-heralded legislation SB-204, as reported by the local Council.

## **AMA RESOLUTION URGES LIBERALIZATION OF INSURANCE AND ADMISSION POLICIES**

Insurance for alcoholics and a liberalization of hospital admission policies for alcoholism cases was recommended by the American Medical Association in a resolution approved by the AMA House of Delegates in convention at the Disneyland Hotel as the year ended.

The landmark resolution, introduced by the New Jersey Delegation, calls for recommendation to the American Hospital Association by the AMA that it urge all of its member-hospitals to review their admission policies for alcoholics and, where indicated, liberalize them to admit alcoholics.

Noting that statements were adopted by the AMA House of Delegates at the 1956 and 1966 Clinical Conventions regarding admissions of alcoholics to general hospitals, an amended addition to the resolution was incorporated as follows: That insurance companies and pre-payment plans be urged to remove unrealistic limitations on the extent of coverage afforded for the treatment of alcoholism, recognizing that alcoholism is an illness.

The resolution also urged all physicians to abstain from using terms of other pathological conditions in place of the diagnosis of "alcoholism," when alcoholism is the primary manifested illness. Additionally, that the AMA urge the Joint Commission on the Accreditation of Hospitals to implement the intent of this resolution as one of its requirements for approval. This item is reprinted from "News and Views" of The Greater Los Angeles Alcoholism Council.

## **JOINT EFFORT IN ALCOHOLISM BATTLE DEFINED BY LABOR EXECUTIVE**

Labor and management have a common interest in combating the huge toll taken annually by alcoholism in the nation's work force, according to Sigmund Arywitz, executive secretary of the L.A. County Federation of Labor, AFL-CIO, in California. Arywitz was the principal luncheon speaker at the Occupational Alcoholism Seminar in Pasadena, attended by more than 200 persons.

Arywitz told the gathering that "Labor & management are at each other's throat only a small part of the time. We have a common interest in the economy. We can't just send a man to AA and forget about him," he said. "We must follow up," according to a report in "News and Views," Greater Los Angeles Council newsletter.

Arywitz, a former state labor commissioner, said he has tried to find out in what trade the incidence of alcoholism is highest. "No trade stands out," he said. "There is no occupation, no work place where you don't have equal incidence of the problem." An alcoholic may be a hazard at work, Arywitz pointed out. "There's a question of safety on the job. There's a great deal of risk for you if someone is not in control of himself." The safety factor, he noted, was in addition to the "very heavy cost of alcoholism" because of absenteeism and "poor quality of work" by active alcoholics.

"Alcoholism is a disease that can be arrested," he noted. "We know recovery is not certain. We have to recognize there is no total and absolute cure. With work, recovery is possible. The alcoholic is one of the victims of our society. Tragically, so often he doesn't know he needs help."

He said statistics show about 5% of the work force of 4.5 million is afflicted with alcoholism, adding, "This has an incredible and really intolerable impact on the economy. Unless we can find ways of recovering more people, the cost is more than we can bear."

"The employer can be a source of help," he said, and "The union has an incentive because the union must represent all of the workers."

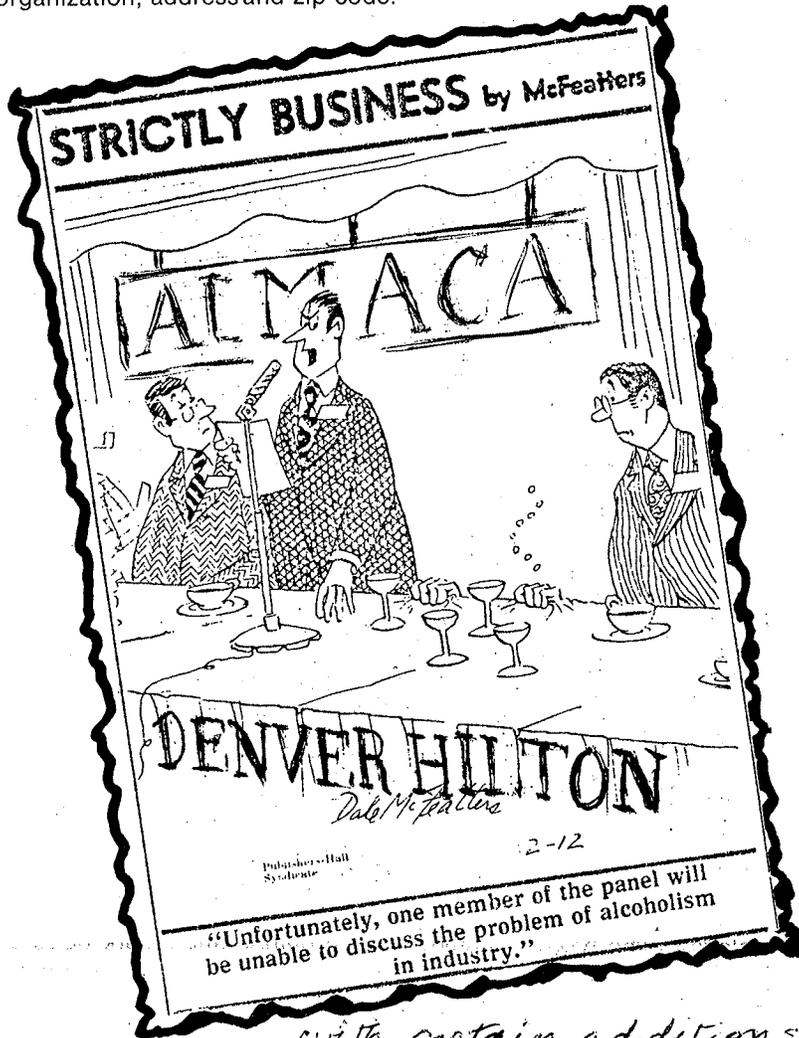
In general terms, Arywitz said there are two steps in rehabilitation — to identify the problem and to involve fellow workers.

## NIAAA PLANS JUNE CONFERENCE

The Fourth Annual Alcoholism Conference of the National Institute on Alcohol Abuse and Alcoholism will be held June 12-14 at the Shoreham Americana Hotel, Washington, D.C. Reservations should be made right away and directly with the hotel.

This year's program will last for two and one-half days. The morning of the 12th will be devoted to keynoting the conference, a guest speaker, and giving an overview of the National Institute on Alcohol Abuse and Alcoholism. The afternoon of the 12th, the following day, and possibly the first hour of the 14th will have concurrent sessions on research, treatment, and prevention. The remainder of the morning of June 14 will have a guest speaker, a discussion panel composed of division directors and key staff members from the National Institute on Alcohol Abuse and Alcoholism, and a short closing session. Final arrangements for the program are now being made.

The technical coordinator of the meeting is Mr. Paul Garner, Deputy Director, Office of Public Affairs, National Institute on Alcohol Abuse and Alcoholism, 5600 Fishers Lane, Rockville, Maryland 20852, telephone 301/443-3306. The administrative coordinator is Mr. Franklin A. Ayer, Research Triangle Institute, Post Office Box 12194, Research Triangle Park, North Carolina 27709, telephone 919/549-8311, Extension 640. Pre-register for the conference by sending to Mr. Ayer your name, title, organization, address and zip code.



*with certain additions  
by the editor...*

## ALCOHOLISM SEEN AS SOVIET SCOURGE

Journal Urges More Effort  
to Combat Drunkenness

By **CHRISTOPHER S. WREN**

Special to The New York Times

MOSCOW, Feb. 10—The Soviet Union is fighting a losing battle against its most persistent social problem—drunkenness—a prominent Russian literary weekly suggests.

In its current issue, *Literaturnaya Rossiya*, the official publication of the Russian Republic's Writers Union and the Moscow's writers organization, urged that alcoholism be confronted directly as a disease and not just as a social hangover from Czarist times, as it has often been called.

The publication pointed out that even young people born in the postwar years were becoming alcoholics and that alcoholism among Russian women was increasing faster than among men.

In an article remarkable for its candor, the weekly proposed that a scientific center on alcoholism be set up to coordinate research and treatment, and it criticized the "backwardness and primitiveness" of current treatment.

## ALCOHOLIC TO CONTROLLED DRINKER?

Once again there is a flurry of discussion about whether an alcoholic can learn to drink socially. AA says no, but some research within the past year says yes, if he is sufficiently motivated to control his drinking.

From the Alcoholism Research Unit in Baltimore City Hospital comes a study of 19 hospitalized chronic alcoholics allowed up to 24 one-ounce drinks per day. Almost all the patients drank in excess when offered no incentive for limiting their drinking. When they were offered a variety of privileges for doing so, all the patients were able to restrict their drinking to a five-ounce limit or stay entirely dry.

In a separate study at Patton State Hospital in California, 110 inpatients were treated to drinks in the lab and returned to their unlocked living units. The subjects knew that if they made a break for the local liquor store or bar they would be discharged from the hospital. Only five did.

Researchers in the later study point out that the key to control is motivation. They say that the alcoholic who has been convinced that any drinking leads directly to drunkenness must be made aware that he does have a choice, that over-drinking is not inevitable. Source: Greater Hartford, Conn., Council Newsletter.

## **COUNSELLING CONCERN HAS U.S. STEEL FOR CLIENT**

Human Affairs, Inc. is a profit-making organization engaged in the business of providing organized counseling and encouragement as a means of assisting individuals to adjust to their individual needs in employment, social, financial, marital, physical, psychological, etc. situations. Designed for employees and their dependents, Human Affairs, Inc. implements programs that enable people to get the help they need quickly and confidentially by using appropriate community resources.

The program will accept referrals from all sources, ranging from employee relations department, unions and supervisors, to friends, family, relatives and the community. Whether by personal call or by a referral, the person has the option of accepting the program's offer and immediate help is given. If he is reluctant to participate, program personnel politely back away. The mechanics of help begins with a call. The caller then is referred to the program director, usually a psychiatric social worker, for counseling. Problems are discussed, then alternate solutions utilizing community resources are made available. The employee or dependent then makes a decision and a referral is made. Sometimes another referral is required.

Such a program improves morale, enhances employee relations and better integrates industry into the community's activities. Benefits are realized by both the individual and the company. At present, there are 100,000 people involved in the Human Affairs, Inc. program. The effectiveness of the program is based on the following rationale:

1. Fear must be removed.
2. Confidentiality and anonymity must be assured.
3. The people carrying out the program must be knowledgeable, sensitive, and dedicated, and must be able to develop rapid empathy with all kinds of people.
4. The proper relationships, both internally and externally, must be developed and maintained.
5. The people who get help must of necessity be the sellers of the program to their peers.
6. You cannot rely on the foreman or the medical department to do the entire job, but they can help.
7. Services must be available when needed, twenty-four hours a day, seven days a week.
8. Every person seeking help must be given all help available — in fact, this is a compulsory tenet.

Human Affairs, Inc. has as its address P.O. Box 11837, Salt Lake City, UT 84111 with Otto F. Jones as president. Otto Jones, MSW, has been director of the "Insight" program, of Kennecott Copper.

These associated activities are listed: Philadelphia Consortium, Maury Davenport, Director, National Council on Alcoholism, Delaware Valley Area, Inc., 3401 Science Center, Philadelphia, PA 19104, Phone: 215-387-0590; Texas Consortium, Denton Jones, Director, 6400 North Central Expwy., Dallas, TX 75206, Phone: 214-363-2991; United States Steel Corporation, South Works, (11,000 employees) "Troubled-People", Andrew Weissman, Director, 3426 East 89th Street, Chicago, IL 60617, Phone: 312-768-4000 (Steve Westaby; ext. 2201); United States Steel Corporation, Geneva Works, Douglas N. Rich, Director, (5,000 employees), 777 North 500 West, Provo, UT 84601, Phone: 801-225-5669.

## **BIOFEEDBACK TRAINING APPLIED TO ALCOHOLISM**

*By John Wallace, Ph.D., Consulting Staff Psychologist, CAREUNIT, South Coast Community Hospital*

Biofeedback training is a rapidly developing new area of technology at the interface between medicine and psychology, and there is a definite possibility of applying it to the treatment of alcoholism.

Biofeedback is a method of training in which information about internal states and processes of the body is made available to the person in an effort to have the person gain control over these internal bodily states and processes. Information about brain waves, blood pressure, skin temperature, heart rate, and the musculature is developed through fairly simple electronic recording and feedback devices. When the person is successful in producing responses within a predetermined, limited range of physiological functioning, he receives informative feedback. Hence, the situation in biofeedback training is identical to that of most modern learning systems based upon operant conditioning (performance-reward systems of learning).

While biofeedback training has been applied to a variety of problems, it cannot be assumed to be a successful method of treatment for all of the conditions to which it has been applied. Some considerable success has been reported in control of migraine and tension headaches, in the control of epileptic seizures, in reducing general muscular tension, in producing states of well-being associated with continuous alpha brain wave activity, and in reducing general tension levels of the person. Impressive evidence concerning seizure control in severe epilepsy is also reported.

The possible applications of biofeedback training in treating the recovering alcoholic are now apparent. In addition to the major problem of compulsive drinking, alcoholics show many associated problems. Chronic high levels of anxiety, extreme muscle tension and inability to relax, restlessness, sleep disturbances, tension and migraine headaches, and states of general psychological discomfort are quite common in the recovering alcoholic. It is to these associated problems that biofeedback can be applied.

## **COUNSELOR'S "PORTRAIT" GIVEN AT NY PROGRAM**

The Dutchess County Society for Mental Health and the Mid-Hudson chapter of the National Rehabilitation Association in New York recently cosponsored a program titled "Portrait of an Alcohol-Counselor" at Hudson River State Hospital. The program was covered by the newsletter of the NY State Mental Hygiene Department.

Main speaker at the meeting was Sister Lorraine M. Hinkle, a marital and family therapist from Catholic Charities of the Archdiocese of New York.

Sister Hinkle, a doctoral candidate at Rutgers University graduate school of social work, serves as chairman of the alcoholism committee of the New York City Chapter of the National Association of Social Workers. She has lectured extensively on treatment techniques for alcoholics and their families. She has also served as lecturer and moderator in alcoholism institutes sponsored by the National Council on Alcoholism. Representatives from area agencies dealing with alcoholics attended the program.

## **PSYCHOLOGICAL PHILADELPHIAN AIMS FOR PROGRAM**

Carl I. Fertman seeks employment as a counselor in a troubled employee program. Presently a psychological counselor for Horizon House Drug Rehabilitation Project in Philadelphia, he is working both in individual and group counseling where he is exposed in depth to the problems of alcoholism and drug addiction. Master of Business Administration in Organizational Behavior and Management. Resume available: Carl I. Fertman, 217 S. Buckingham Pl. #3 Phila., Pa. 19104, (215) 386-6709