

ALMACA NEWS:

1975 ANNUAL MEETING — A LIVELY DETERMINATION FOR QUALITY; MANY CHANGES AHEAD FOR ALMACA

By Peer Fossen

The journalistic demands for objective reporting don't mix very well with strong memories of many emotionally laden moments experienced as an ALMACA member during our Annual Meeting in Atlanta. The temptation to editorialize is overwhelming, and I may not have the strength to get through this piece without giving in to that temptation.

Our Fourth Annual Meeting—excellently masterminded by Program Chairman **Charles N. Landreth**—was ALMACA's first attempt at solo flight. As it turns out, ALMACA can safely take off, fly, and land again—most of the time with impeccable style. This accomplishment is in no small measure a direct result of the support and help extended ALMACA in the past by NCA, and in particular by **Ross Von Wiegand**, NCA's Director of Labor/Management Services. ALMACA's gratitude for NCA's support in our formative years was aptly expressed by President "**Sully**" Sullivan.

Manifestation of our ability to "solo" came in the form of 315 attendees—230 members, 55 non-members, and 30 guests. That total is only slightly below the attendance figures for our previous Annual Meetings held in conjunction with NCA's National Meetings.

It was a gathering that heard our President tell us that:

- Our membership—now over 850—is expected to top 1,000 by year's end, and 1,300 by the end of 1976.
- Since our last Annual Meeting (Denver, April 1974), eleven Chapters have been formed throughout the Country. In view of this rapid growth, and realizing the strength at the Chapter level, a Coordinator—Chapter Activities has been appointed with Committee Chairman (non-voting) status on the Board of Directors.
- **Luther A. Cloud, M.D.**, Assistant Vice President and Associate Medical Director, Bureau of Employees' Health, The Equitable Life Assurance Society of The United States, has been awarded lifetime membership in ALMACA in appreciation of his dedication to and support of the Association during its start-up and formative period.
- With the current NIAAA grant coming to a close (June 1976), the Headquarters secretariat functions will be realigned to more readily and more closely respond to the needs and wants of the membership. Any future grant activity—or any contract activity for consulting, design, evaluation, analysis, etc., undertaken by ALMACA—will not be handled by the Headquarters staff, but by special task forces assembled for the specific grant or contractual responsibilities. In that manner, the Headquarters staff is freed to be a true membership service organization.
- The Headquarters service organization will be ready to respond to any member's request for assistance. However, without future income from grants and contracts, ALMACA, as such, must rely totally on income from its membership. In other words, if we want the services, we must be willing



President "Sully" Sullivan opening the 1975 ALMACA Annual Meeting.

and ready to pay for them. For that reason, the campaign for financial support through Corporate Memberships has been fully reactivated. (Sully would appreciate hearing from you regarding the person to contact in your organization for enlisting financial support.) Obviously, the services rendered by our Headquarters staff will be commensurate with the financial support we are ready to commit.

It was also a meeting that reconfirmed that all growth is inherently associated with pain. ALMACA has had its share of growing pains! In many areas! We can only hope, as members interested in the continuing growth and welfare of ALMACA, that we have reached a new plateau in our growth, and that the worst of our growing pains are part of the past. At least, there was no hesitation on the part of our Board of Directors or our Executive Committee to face and deal with the causes for the pain. But our leaders cannot shoulder the whole burden, nor can the staff. The future of ALMACA is really in the hands of the membership. What do we want ALMACA to be? The 1975 Annual Meeting convened under the theme: OCCUPATIONAL PROGRAMS: STRUGGLE FOR QUALITY, and it demonstrated conclusively that the struggle for program quality is paying off. Perhaps we, as ALMACA members, need to commit ourselves to the same kind of struggle for quality in our membership responsibilities. Shakespeare, in *The Tempest*, wrote, "What's past is prologue." His words could not have been more apropos had he written them for ALMACA's 1975 Annual Meeting.

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ALMACA NEWS (cont.)

JAMES A. BAXTER APPOINTED ALMACA EXECUTIVE DIRECTOR

Capt. James A. Baxter, USN (Ret.), has been appointed Executive Director of ALMACA, effective January 1 replacing James D. Douglas, Jr., who has resigned to join NCA's Labor/Management Task Force in Houston, Texas.

Jim Baxter is by no means a newcomer to ALMACA or to the field of occupational alcoholism program work. A long-time member of the association, he has contributed regularly and significantly to our Annual Meetings and to other ALMACA functions. In April 1970, at the Annual Meeting in Denver, he was elected Chairman of our Administrative Division.

Jim comes to ALMACA from Keystone Center, Arlington, Virginia, an outpatient treatment facility for alcoholics and those with alcohol-related problems. As Director of the center he was responsible for developing a national model for design and implementation of self-sustaining programs for outpatient treatment of alcoholism in the occupational setting.



Capt. James A. Baxter, USN (Ret.)

He retired as a career Navy captain in July of 1974 after 28 years in the Service, having graduated from the U.S. Naval Academy in 1946 with a B.S. in Engineering. His further formal education includes post graduate training in Naval Intelligence and study in Polish language and culture.

Jim's Navy career included three years of duty as an instructor at the U.S. Naval Academy in Annapolis and two years as Naval Attache in Warsaw, Poland.

He has had extensive experience as a destroyer line officer at sea, including tours as Executive Officer of the USS John Hood and Commanding Officer of the USS Waldron and the USS Dahlgren, the latter being a guided missile frigate.

He was also Director of the International Logistics Division of the Naval Ordnance Systems Command (with a budget of \$15 million annually), and Assistant Chief of Staff for Training Operations and Plans, Amphibious Training Center, Atlantic.

From 1971 until his retirement, Jim was Director of the U.S. Navy Alcoholism Prevention Program (NAPP). He developed the conceptual plan for NAPP, formulated and implemented detailed plans covering identification, referral, treatment

and rehabilitation of alcohol abusers and alcoholics. Jim was also responsible for the design and implementation of NAPP data collection and program evaluation systems as well as for Navy-wide education and training.

Upon Naval retirement, he received the Legion of Merit for his work in the development of this extensive alcoholism prevention program.

In announcing the appointment of Jim Baxter, ALMACA President "Sully" Sullivan stated that Jim's background of actively administering occupational alcoholism programs would lend considerable strength to the basic staff functions of ALMACA's headquarters, i.e., to render the professional supportive services expected of the association by its members actively engaged in administration of, or consultation to occupational alcoholism programs. "Having been on the firing line himself," Sully said, "I feel that Jim is eminently qualified and ready to give all of us the type of support we want and need."

Sully also announced that Trish Smith had tendered her resignation to return to the Division of Alcoholism, Massachusetts Department of Public Health. In that connection, Sully stated that there would be no further staff appointments for the time being, pending realignment of the ALMACA headquarters operational scope.

COUNTY OCCUPATIONAL ALCOHOL CONSULTANTS GROUP (COAC) ORGANIZED IN BAY AREA

From Don Froli, NCA—Bay Area Labor-Management Consultant and San Mateo County OPC, comes word that new organization has been formed to provide a regional forum for county-funded and designated OPC's in the San Francisco, California, Bay Area.

The group—COAC—is made up of representatives of the nine surrounding Bay Area Counties. About one half of the members are county employed while the other half are operating under county contracts.

Meetings are held once each month in one of the counties. The host OPC acts as chairperson for that meeting. In addition to other business, the host usually reports on current activities in that county.

These are working meetings. Subjects of discussion include such items as "dealing with coerced referrals", "making new contacts", "dealing with funding problems", etc.

The group first met last fall as an advisory panel to a local facility that was seeking funding to establish a Bay Area project. After their purpose had been served, members felt that there were benefits to be gained by getting together periodically.

For more information, contact COAC, c/o NCA Bay Area, 2340 Clay St. Suite 408, San Francisco, Calif. 94115.

TWO NEW 24-HOUR-A-DAY OFFICES OPENED ALONG ALASKA PIPELINE

According to Alaska Labor & Management Employee Affairs, Inc. (ALMEA), two new offices have been added along the Alaska pipeline corridor, one in Glennallen and one in Fairbanks. Both of these offices as well as the one in Anchorage are on call 24 hours-a-day, seven days-a-week. An ALMEA office will be opening in Valdez as soon as facilities are available.

ALMEA is a direct-service approach program to industrial alcoholism and the brief span of operations has conclusively demonstrated that the direct service is effective in actual practice according to the program administrators.

The program has the support of the Alaska Chapter, Associated General Contractors, Labor Unions throughout the State of Alaska, and has been designated by Alyeska Pipeline Service Co. "as the appropriate organization to coordinate programs relating to occupational alcoholism in the trans-Alaska Pipeline Construction Project".

THE ALMACAN

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PRESIDENT'S CORNER

As expected, the Annual Meeting plenary session focusing on the TROUBLED EMPLOYEE vs. ALCOHOLISM issue was attention commanding, with presentations made by:

George Dimas, Executive Director, N.C.A., Inc.
Donald F. Godwin, Chief, Occupational Branch, NIAAA
Lennard Boche, President ADPA
Raymond Kelly, President, OPCA
"Sully" Sullivan, President, ALMACA

Dr. Paul A. Sherman, Vice President, ALMACA, presided.

Space does not permit in-depth reporting of the various inputs at the session, and a hatchet job would do injustice to the importance of the issue at hand. Therefore, let our vice president's very succinct summary of the session serve to state ALMACA's stance on the issue. In his closing remarks, Paul said:

"This issue is complex. There are strong feelings. There is no 100% right or wrong approach. There are many areas of agreement—but there are differences. There are strong emotions. The end result is polarization."

"If we allow polarization to increase and we spend our time fighting about which approach is better, it will not only be harmful to the development of new programs, but will inhibit or perhaps even prevent the development or emergence of a type of program that none of us can yet visualize. If in 1960 we had had this kind of polarization about two different approaches then in use, would Lew Presnall and Ross Von Wiegand have been able to conceptualize and implement the job performance approach that we all use today so effectively and that is the key to today's programs?"

"Last and perhaps most important—to the degree that we dissipate our energies fighting among ourselves about which approach is better, the end result is that much less energy can be directed toward helping the very person we are trying to reach—the alcoholic."

"ALMACA offers an arena for us all to move ahead in the field of occupational alcoholism. Let us use this arena to discuss the issues involved in troubled employee vs. alcoholism. Let's all work together—in ALMACA—to resolve this problem."

DIVISION ACTIVITY

The following presentation, directed to the general membership, was read at ALMACA's Annual Business Meeting in Atlanta on Friday, October 31, by Mr. Ed Scharlau, 3M Company, St. Paul, Minnesota.

"During the past several years we have seen a growing number of programs on alcoholism in the occupational area.

There has also been a growing number of occupational administrators of these programs.

I am one of those.

It has been my privilege to talk to many of these administrators throughout the past several years. A need seems to come up as we talk—the opportunity to share—to learn—to perpetuate.

As a result of these concerns, a group of occupational administrators met yesterday afternoon to look at:

1. Some of our concerns.
2. Our needs.
3. How can we more effectively move ahead.

I come to this business meeting today as a spokesman for this group of twelve that met and the thirty or more others that I have spoken with or written to concerning these thoughts.

Perhaps we should have timed this concern better and been in front of the Board of Directors with regard to these items; however, we did not.

We have a concern for ALMACA and want to encourage the Administrative Division to be made up of administrators of occupational programs.

Therefore, our suggestion is to restrict membership in the Administrative Division to occupational administrators.

We would hope that we could then satisfy the following needs and other needs:

1. Provide a sounding board opportunity.
2. Review administrative headaches and joys.
3. Help the perpetuation in programing in the occupational area, and by sharing our experiences help start other programs.

4. Talk about evaluation methods of resources, and where there are no resources available, advise those organizations that help start up resource facilities of our needs.
5. Deal with our relationship to agencies, treatment centers, and other care givers.
6. Talk about our problems with unions and their problems with administrators, and seek ways of better cooperation by joint discussions.
7. Talk about a uniform approach to third party payments.
8. What can we do to have a better after-care system; i.e., entry into AA—sponsorship—other help—other therapy—and so on.
9. What about true cost effectiveness versus estimates.
10. When does occupational programing start to enable.
11. What are the differences in programs really—not someone's study of what they think the differences are.

We think changes are needed.

We are willing to help.

We want ALMACA to have an effective Administrative Division of occupational administrators, and I believe we can get the support to pay the price of doing by teaming together.

Mr. Chairman, I present this concern in behalf of a group that is concerned and ask that the Board of ALMACA deal with this concern.

CHAPTER ACTIVITY



Chapter representatives met for a "working" breakfast during Annual Meeting.

To all Chapter Officers and Members,

As indicated on page one, our President announced to the Annual Meeting his appointment of a Coordinator—Chapter Activities.

I am happy and honored to be the first appointee to this all-important position which carries Committee Chairman status (non-voting) on our Board of Directors.

The creation of this position must be interpreted as indicative of the importance ALMACA's Executive Committee members place on our Chapters and their activities.

As the first president of the first Chapter (in San Francisco) and later as an ALMACA Staffer, much involved in Chapter formation, I have become thoroughly convinced that ALMACA's greatest source of strength and growth potential are at the Chapter level. It takes all of us to make it so!

Many of us met over breakfast in Atlanta, and I wish to express my thanks for your support and input at that time. Action will be taken on all the issues we covered. The first major undertaking is to publish a list of all Chapters, their Officers, their meeting dates, and their contact persons. I will be planning to publish that list in the next ALMACAN, so let me please have your information as soon as possible.

Let me also hear from you if you have any questions concerning Chapter formation, or about any problems, suggestions, observations, and other input pertaining to Chapter activity.

As I travel around the country, I hope to arrange my schedules to coincide with your meeting dates. I am eager to meet all of you!

Meanwhile—only the best!

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THE 1975 ALMACA ANNU



NCA's Mrs. Marty Mann and ALMACA V.P. Paul Sherman following Mrs. Mann's Luncheon Address.



Dr. Luther A. Cloud
Awarded Lifetime
ALMACA Membership



John J. McManus, AFL/CIO, briefs Saturday's Luncheon Audience on, "Labor's Role in the Prevention and Treatment of Alcoholism."



Workshop audience . . .



Annual Meeting Chairman Charles N. Landreth States Meeting Theme at Opening Session.



Atlanta TV Channels 2 and 5 interviewing the Prez and the Veep.

AL MEETING IN PICTURES



Registering ...

OCCUPATIONAL PROGRAMS: STRUGGLE FOR QUALITY



Mr. Consortium ...
Nelson Hodgkins



Briefing Session for Labor and Management. Grant Chandler flanked by Harvey Anderson (left) and "Sully" Sullivan.



Section of Exhibition Hall.



Some of the head table guests at Friday's Luncheon.

(Continued on next page)