

ALMACA OPENS 1976 MEMBERSHIP CAMPAIGN DRIVE WITH GOAL OF 1,000 NEW ORGANIZATIONAL MEMBERS

ALMACA STEPS-UP RECRUITING OF ORGANIZATIONAL MEMBERS

A goal of 1,000 new organizational members for this year has been set by ALMACA. To achieve the goal, an urgent appeal has gone out to association members to recruit new organizational members.

A minimum membership fee of \$100 annually for organizations was approved March 12 by the ALMACA Board of Directors. It went into effect March 15.

The new organizational membership fee is necessary to secure financial support sufficient to enable the organization to operate independently of federal funding.

In the past, ALMACA has relied primarily on a grant from the National Institute on Alcohol Abuse and Alcoholism (NIAAA) to finance its activities. But, as most members know, the grant runs out June 30.

ALMACA MEMBERS ARE ASKED TO RECOGNIZE THE URGENCY OF GAINING 1,000 NEW ORGANIZATIONAL MEMBERS THIS YEAR. UNLESS THIS GOAL IS MET, SERVICES TO MEMBERS CANNOT BE MAINTAINED AND EXPANDED TO MEET CURRENT NEEDS.

We hope to obtain enough operating funds this year not only to maintain the present level of services, but to increase benefits offered to members.

The help of ALMACA members is needed if the goal is to be met. We urge you to help your association meet this goal — without that help we cannot succeed.

NEW INDIVIDUAL MEMBERSHIPS ALSO STRESSED IN 1976 DRIVE

Although special emphasis has been placed on attracting new organizational members in 1976, members also are encouraged to attract new individual members.

Annual dues for individual members will be \$35 annually for full members, and \$30 annually for associate (non-voting) members.

Are you handing out application forms? Great! Keep up the good work! But we have new ones. Please, let us know how many you would like and when you receive your new ones DESTROY the old forms. This will speed up the entire processing system.

INDIVIDUAL INCENTIVES, CHAPTER GOALS FOR ORGANIZATION MEMBERSHIP CAMPAIGN

To enable ALMACA to achieve its goal of 1,000 new organizational members, individual incentives and chapter goals have been set.

Each chapter will be asked to recruit at least 10 new organizational members each month. The chapter that recruits the most new organizational members will receive an award at the Annual Meeting.

An award also will be presented to the individual member who recruits the most new members. Any individual who signs-up five or more organizational members or 15 or more individual will have his or her membership dues for 1977 waived. Be sure your name appears on the membership application.

Promotional material will be provided to Chapter heads, board members, and others who request it. Contact your nearest Chapter or Pamela Maroe, ALMACA, Suite 410, 11800 Sunrise Valley Dr., Reston, Va. 22091: Telephone (703) 620-2577.

WIDE-RANGING SERVICES OFFERED TO AID ORGANIZATIONAL MEMBERS

Contributions to ALMACA by organizations will entitle them to a wide range of services. The minimum \$100 contribution for non-voting organizational membership in ALMACA qualifies organizations for benefits immediately available.

Additional contributions will qualify organizations for several additional benefits now being developed. Services will be based on the amount of contribution.

Services immediately available to organizational members include:

- Each organizational member will receive a certificate of membership.

Continued on Page 2

"ALMACA 76 — SO MUCH TO DO"

"ALMACA 76 — SO MUCH TO DO" has been selected as the theme of the 1976 Annual Meeting of the Association of Labor-Management Consultants on Alcoholism.

This Annual Meeting will be held in San Diego October 20 through 23.

Program Committee Chairman for the 1976 Meeting is Dale Masi, D.S.W., who urges all members to submit papers — keeping in mind the 1976 theme. Papers must be received by July 1.

Inquiries regarding workshop papers, speakers, and panel participation should be directed to Dr. Masi at:

Dale Masi, D.S.W., Associate Professor
Chairman, CO/SP
Graduate School of Social Work
McGuinn Hall
Boston College
Chestnut Hill, Mass. 02167
Telephone: 617/969-0100, Ext 2306

Registration fee for the Annual Meeting has been set at \$50. There will be two luncheons with speakers at a fee of \$10 each, and a dinner at \$15. The luncheons and dinner are optional. Participants in workshops are being requested to pay their own expenses.

Host for the Annual Meeting is Richard O'Brien. Additional registration and meeting information will be announced in future issues of the ALMACAN.

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PRESIDENT'S CORNER

- Consultation on occupational alcoholism matters will be available from individual ALMACA members who volunteer their time and work on an expenses-paid basis.

- Employment services developed by ALMACA are provided to organizational members at no charge. Job openings will be advertised in the ALMACAN. A file of resumes maintained by ALMACA will be screened for categories and accompanying qualification criteria will be provided to assist employers.

A Technical Reference Service will assist organizational members by searching any occupational alcoholism subject desired and by providing a bibliography.

Access to products of ALMACA's grant tasks, including the cost-benefit computer model of occupational alcoholism programs; the model data collection system; the occupational program personnel profile; and publications developed from the study.

ALMACA PLANS ADDITIONAL ORGANIZATIONAL SERVICES

Additional services are being developed by ALMACA for organizational members. Contributions exceeding the minimum \$100 non-voting organizational membership fee automatically qualifies them for most of the new services being formulated. Additional services include:

- Expansion of a pool of volunteer ALMACANS to provide services to organizational members on an expenses-paid basis. They will assist in the development and implementation of alcoholism programs.

- Development of training packages at a nominal cost, based on the amount of an organization's contribution. Development of the training packages should be completed this year.

- Films on occupational alcoholism will be rented to organizational members at a nominal cost.

- MEMBERS WILLING TO VOLUNTEER TIME — EXPENSES PAID — TO PROVIDE THE CONSULTING AND TECHNICAL ASSISTANCE IN SERVICE PACKAGES FOR ORGANIZATIONS ARE URGED TO ADVISE ALMACA OFFICERS OF THEIR READINESS AS SOON AS POSSIBLE.

Volunteers to date include:

George D. Arnold
Director Employer Services
Westinghouse Electric Corp.
Cleveland, Ohio

Robert W. Partride
Executive Director
Employee Special Service Center
Akron, Ohio

Ed Kraft
Occupational Services
Alcohol & Drug Abuse Division
Colorado Dept. of Health
Denver, Colorado

Wayne Richardson
Executive Director
Muscle Shoals Regional
Council on Alcoholism
Killen, Alabama

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703/620-2577

MUCH TO DO — ABOUT SOMETHING

Permit me a few words regarding a most important subject — Organizational Memberships.

ALMACA, by any name, exists for the benefit of its members. It supports individuals, corporations, unions, consultants, governmental bodies, treatment facilities, schools and research groups in their efforts to help the alcoholic and his troubled environment. Yet today ALMACA exists under the blanket of an NIAAA grant! I hold this to be dangerous and not in the member's best interest.

To believe that financial independence can be supported by individual voting or associate membership fees would be unrealistic. The answer appears, most logically, in the class of membership which is designated "Organizational". The dues for such a membership start at \$100 per year, it being the intent that the actual fee be commensurate with the size and needs of such member organizations. The highest fee usually being paid is \$2,000 per year. We feel that, as ALMACA grows and serves, large corporations and national unions may find it beneficial to contribute accordingly.

In the meantime — may I urge each of you to support the organizational membership campaign. When we achieve financial security for the headquarters location and basic staff it will be relatively simple to "staff up" for grant and other contractual assignments.

Your suggestions regarding potential organizational memberships may be referred to any of your officers or directors, the Washington (Reston) office, or you may present your enthusiastic self to the organization of your choice, walking away with a completed membership application, a check and a big smile of satisfaction.

I report with confidence that you're going to like the Association's new office. As reported, it's close to Dulles International Airport. One actually gets off at the first exit after leaving the airport. Even though the quarters are smaller than Atlanta, there is a beautiful Sheraton just across the patio from "our" building. They have indicated a full willingness to provide conference rooms and short-term additional space at minimal or no cost. Our visitors should consider this when making travel plans to visit the headquarters.

If your calendar doesn't have a big red circle around October 20-23 (Wednesday evening through Saturday afternoon) you may miss the boat. Our '76 Annual Meeting in San Diego promises to be the biggest and best yet. Much energy is already flowing between the committee members, who are located in all parts of the country. You'll get many more details — but save the dates!

Isn't the new Membership Directory a logistical masterpiece! Pam Maroe, our Administrative Assistant, is to be congratulated. As a matter of fact, I did congratulate her on behalf of the Board, and her comment was that the membership should also be congratulated for the high percentage return of the information forms, which provided the necessary (and latest) information on the 900-plus associates.

INDIVIDUAL/ASSOCIATE MEMBERS



ORGANIZATIONAL MEMBERSHIPS



To: ALMACA, INC.
 Attn: 1976 Membership Drive
 11800 Sunrise Valley Dr., Suite 410
 Reston, VA 22091

I want to enter the 1976 Annual Meeting Membership Drive. Please send me _____ Individual membership applications and brochures by return mail.

I want to enter the 1976 Annual Meeting Membership Drive. Please send me _____ Organizational membership applications and brochures by return mail.

Name: _____

Street: _____

City: _____ State: _____ Zip: _____

ALMACAN DATE BOOK

SCHOOLS & WORKSHOPS

● **Seattle University:** The Teaching of Alcohol Information Schools, Orientation to Alcohol Recovery, and Court Schools for Driving While Intoxicated will be the subject of a one-week course offered by the Seattle University Alcohol Studies Program July 12-16. Deadline for application is June 21. Tuition fee is \$70.

For room and board information call (206) 626-5920. To apply call (206) 626-6498 or write Alcohol Studies Program, Seattle University, Seattle, Wash. 98122.

● **Seattle University:** 27th Annual Symposium on Alcoholism, June 21 - July 2. Focus will be on youth and alcohol-related problems. Tuition fee is \$140. For room and board information call (206) 626-5920. To apply call (206) 626-6498/5720 or write Alcohol Studies Program, Seattle University, Seattle, Wash. 98122.

● **Rutgers Summer School of Alcohol Studies:** Course of study runs June 20 July 9. Fee is \$500. For information contact (Miss Linda J. Allen, Secretary, Summer School of Alcohol Studies, Rutgers University, New Brunswick, N.J. 08903. Telephone (201) 932-2190.

● **Old Dominion University:** The Alcohol Studies Program is offering several courses through the School of Continuing Studies. Enrollment fee \$25. For information call (804) 489-6438 or write Alcohol Studies Program, School of Continuing Studies, Old Dominion University, Norfolk, Va. 23508.

● **South Oaks Hospital:** Several courses on alcoholism are offered. Fees range \$50-\$100. For information contact South Oaks Foundation, Alcoholism Education Center, PO Box 426, Amityville, N.Y. 11701. Telephone (516) 264-4000, Ext. 273.

● **Johnson Institute Summer School on Chemical Dependency:** Course of study runs August 8-27. Fees are \$575 for on-campus participants, \$375 for off-campus participants. For information contact Secretary for Summer School Admissions, The Johnson Institute, 7325 Wayzata Blvd., Minneapolis, Minn. 55426. Telephone (612) 544-4165.

● **University of Delaware:** Labor-Management Seminar on Alcoholism Services, April 21. Fee \$9. For information contact Arthur W. McDaniel, Division of Continuing Education, John M. Clayton Hall, University of Delaware, Newark, Del. 19711. Telephone (302) 738-2214.

● **University of Utah:** Session on Alcoholism and Other Drug Dependencies, June 13-18. Fee \$80. For information contact University of Utah School on Alcoholism and Other Drug Dependencies, PO Box 2604, Salt Lake City, Utah 84110. Telephone (801) 533-6532.

● **U.S. Civil Service Commission:** Administering the Alcoholism and Drug Abuse Programs, June 7-11. Fee \$180. Counseling Employees with Problems, May 24-28. Fee \$180. Manager's Role in the Troubled Employee Program, June 21-23. Fee \$145. Seminars in the Troubled Employee Program, May 14, June 11. Fee \$170. For information contact U.S. Civil Service Commission, Bureau of Personnel Management Training Center.

● **Alcohol and Drug Problems Association of North America:** Offers information on several 1976 schools of alcohol and drug abuse. For information contact the Association, 1101 Fifteenth St., NW, Washington, D.C. 20005.

BAXTER TO BE KEY NOTE SPEAKER

James Baxter, Executive Director of ALMACA, will be the Key Note speaker at the Labor-Management Seminar on Occupational Alcoholism Programs to be held June 8, 1976 on the campus of SUC at Potsdam, New York. Frank P. Burger, Director of Education for the United Paperworkers International Union will also speak.

Invitation are out to people on both sides of the St. Lawrence River. For further information on the program, contact:

Richard S. McGee
P.O. Box 53
Potsdam, NY 13617

ALMACA WILL PARTICIPATE IN NCA ALCOHOLISM FORUM

ALMACA will make a three-hour presentation at the National Alcoholism Forum of the National Council on Alcoholism in Washington.

The Forum, sponsored by NCA, member organizations and components, will be held May 6 through 13 at the Shoreham Americana Hotel.

The ALMACA presentation will be on Tuesday, May 11 from 2 to 5 p.m. It will include:

- A status and progress report on ALMACA by Executive Director James Baxter and Paul Sherman.
- New Marketing Ideas for Occupational Programs by Will Foster, Special Assistant to the Director, NIAAA
- Marketing Programs by Jack Gorbey, Vice President of Gorbey Associates of Greenwich, Conn.

Attending the week-long Forum will be ALMACA counterparts representing business, labor, medicine, government, law, religion, research, education, youth, ethnic and minority groups — alcoholism specialists in their fields.

A highlight will be a unique Celebrity Banquet May 8 at which prominent individuals from many segments of public life will acknowledge that they are recovered alcoholics.

Participants will include well known entertainment figures and leaders from the worlds of business, labor, science, medicine, literature, sports, government, religion and the professions.

For information about the Forum, contact: Ms. Micki Dickerson, National Alcoholism Forum Coordinator, National Council on Alcoholism, 2 Park Avenue, New York City, New York 10016.

COUNTY ALCOHOLISM OFFICIALS EXCHANGE INSIGHTS, FINDINGS

County occupational alcoholism programs are rich and varied, with organizational methods tailored to the requirements of each county.

That was the finding of County Occupational Alcoholism Consultants — Bay Area (COAC) at their first open forum held recently in San Francisco.

One consultant described how he worked within an organization, almost without portfolio, to develop credibility and generate program acceptance. As a result, he reported, there is now strong grassroots support from employees and first-line supervisors for adoption of a program.

Several consultants reported success in organizing large luncheon meetings for local businessmen, health care, professionals and concerned individuals. The luncheons were generally well attended, the consultants said, and provided education on alcoholism and occupational programs.

Success of the meeting, attended by 25 Bay Area alcoholism administrators and consultants, assures that there will be similar gatherings of professionals to exchange experiences, insights and information about administering alcoholism programs.

Candace Bibby, of the National Council on Alcoholism, suggested that other alcoholism groups might find similar meetings useful.

For further information, contact COAC, c/o Candace Bibby, National Council on Alcoholism, 2440 Clay Street, San Francisco, Calif. 94120.

COAC is a voluntary organization of county OPCs which focuses on working problems of program implementation and regional coordination.



GRANT TASKS MOVE FORWARD

ALMACA staff, with technical assistance from the Human Ecology Institute of Raleigh, N.C., is now working on the final stages of Phase II of the NIAA study grant.

The deadline for the study grant, originally set for June 30, has been extended until October 1 to allow expanded efforts on the Occupational Program Personnel Profile study under Phase II.

The Occupational Program Personnel Profile study is being expanded to ensure the broadest cross-section of all personnel involved and to enlarge the original sample.

Also, under Phase II, the survey and compilation of data from private and public agencies with occupational programs has been completed for the Management Information System segment of the study. The data gathered is now being analyzed and prepared for the final report.

Under Phase I, the Cost-Benefit Analysis computer model being developed by The Human Ecology Institute is near completion with a final report due July 1. Basic data for development of the computer simulation was gathered from on-site visits and examinations of fifteen private and public occupational programs throughout the nation.

It is anticipated that the products of the study will be significant not only to the ALMACA membership, but to the entire occupational alcoholism field as well.

INFO EXCHANGE

Candace Bibby, Labor-management consultant for the National Council on Alcoholism — Bay Area (San Francisco), is seeking information in the following areas:

- Specific statistics on the incidence of alcoholism of employees in retail business.
- Examples of employee assistance programs for like businesses in other parts of the country.

The information is needed to meet a request from a retail drug chain with about 4,000 employees.

Contact Candace Bibby, National Council on Alcoholism, Bay Area Office, 2340 Clay St., #408, San Francisco, Calif. 94115. Telephone (415) 563-5400.

MORE FREQUENT ALMACA MAILING

In keeping with ALMACA's goal of improving services to the members, more frequent mailings will be made by the national office.

The increase in mailings is made possible by a non-profit organization bulk-mail permit that ALMACA has obtained from the U.S. Postal Service.

We in Washington will now be able to keep you more up-to-date on ALMACA activities that are of major interest to you.

The opportunity to provide more material through the mail also will help to strengthen the ties between field members and their national officers.

DETACH AND MAIL TO:

Please mail membership information to:

Please change my mailing address to:

NAME: _____

ADDRESS: _____

CITY: _____ STATE _____ ZIP _____

FEEDBACK

The ALMACAN — the association's newsletter you are now reading — offers members an opportunity to speak out on issues, respond to the needs of other members, and exchange information.

We encourage you to use this valuable tool for communicating with other members of ALMACA and making your voice heard. General news in your region of the country that may be of interest to others in the association would also make a valuable contribution.

Address your letters to the Editor, ALMACAN, Suite 410, 11800 Sunrise Valley Dr., Reston, Va. 22091.

KELLER NAMED CHAIRMAN OF MEMBERSHIP COMMITTEE

Phillip J. Keller has been named the new Chairman of the Membership Committee. Mr. Keller coordinates the counseling program for International Harvester Co. in Chicago, Ill.

With the resignation of John C. Clarno, D.D.S. from the membership committee in February, due to increasing work loads with Caterpillar Tractor Company, President Sullivan sought an individual with the same geographical location and similar responsibilities in the field of occupational alcoholism. He has accomplished these prerequisites in naming Keller to the post.

Mr. Keller holds a Bachelor's degree in Sociology from Northern Illinois University where he is currently working on a Masters in Community Mental Health.

He was Alcoholism Counselor for Southeast Mental Health Center in Fargo, N.D., and Alcoholism Coordinator for Central Comprehensive Mental Health Center in Centralia, Ill., prior to joining International Harvester Co. He is married and has a four month old daughter.

RETIREMENT AND DRINKING BEHAVIOR STUDIED

A five-year study of leisure activities and drinking practices among older workers and retirees is being planned by the National Council on the Aging, Inc.

The Council plans to conduct the study in collaboration with large employers and is now seeking to recruit companies interested in possible collaboration.

For more information contact: Dr. Denise Thum or Ms. Ilene Spector, The National Council on the Aging, Inc., 1828 L St., NW, Washington, D.C. 20036. Telephone (202) 223-6250.

ALMACA
Suite 410, 11800 Sunrise Valley Dr.
Reston, Virginia 22091

Please change my directory listing to:

NAME: _____

ADDRESS: _____

CITY: _____ STATE _____ ZIP _____