

ALMACANEWS:

FIFTH ANNUAL ALMACA MEETING IS REVIEWED FOR WASHINGTON "CONSTITUENTS"

Pride in accomplishment and optimism about the future of ALMACA and its work was expressed by speakers at a Washington debriefing on the Fifth Annual Meeting.

But, the audience of some 150 at the November 22 session in the Washington Psychiatric Institute was also told that the theme of the San Diego meeting—So Much To Do—correctly describes the situation.

"We need all the help we can get," said Capt. Stuart M. Brownell, Director of the Navy Alcoholism Prevention Program and President of the Washington Metropolitan Area ALMACA Chapter, who welcomed the group of representatives from a wide range of area organizations and agencies.

Nancy Olson, Assistant to Sen. Harrison A. Williams and aide to former Sen. Harold Hughes, said attending the San Diego meeting made her especially aware of "how far we've come" since ALMACA was founded five years ago.

Joseph Luman, Staff Director of the House Manpower and Housing Subcommittee, stressed a need for clear definition of basic issues and "hard-sell facts on the worth of the program" to help advocates of the occupational alcoholism movement.

Dr. Robert Stuckey, Director of the Alcoholism Rehabilitation Unit of Fair Oaks Hospital, Summit, N.J., said "ALMACA can be a pace-setter to other health areas" by helping to find answers to the problems of alcoholism treatment and recovery.

James A. Baxter, Executive Director of ALMACA, said he brought back a "sense of renewed purpose" from the San Diego meeting, especially in recalling the 1975 meeting at which there was "polarization between points of view" that caused "a valid concern regarding the survival of ALMACA."

The organization now has over 1,000 members worldwide, he said, and is growing weekly. "With the 1976 annual meeting, ALMACA came of age," Baxter said.

Luman, who said he spoke as an "outsider...a semi-enlightened kibitzer," noted surprise at continued disagreement over basic issues, such as whether there should be concentration on alcoholism or a broader approach, and whether occupational programs should be under personnel or medical direction.

Basic issues like these need resolution, he said, to help advocates and to attract support. As you attract insurance and management, you're going to need credentials, professionalism, firm decisions regarding who gets this turf—medicine, social workers, paraprofessionals, etc.," he added.

Speaking of legislation, for example, Luman said, "If you want me to do something for you, make sure it's as easy as possible for me; make it clear."

What is needed, he said, is a specific statement, in writing, of a position; a presentation that says "this is what we want."

Luman reported specifically on the management workshops at the San Diego meeting where he learned of the difficult "bureaucratic load" that companies face when they try to gain

alcoholism coverage in insurance programs. He cited the example of the Dupont Company which had to deal with 57 different carriers for employee coverage.

The consortium approach, he said, shows promise in occupational alcoholism because it involves both unions and management—"many spokes lead to the hub" and this attitude allows the problem to be approached from many angles.

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FORUM FORMED TO DEVELOP IDEAS FOR OCCUPATIONAL ALCOHOLISM FIELD

A new group has been formed in Washington to seek ways to develop and strengthen the field of occupational alcoholism nationwide.

The Ad Hoc Forum on Occupational Alcoholism grew out of a group brought together last summer by Don Godwin, Director of the Occupational Programs Branch of NIAAA.

Godwin, looking for help from the field at the time in developing a Request for Proposal (RFP) for a National Occupational Training Institute felt that a wider range of information and opinion would be helpful in pinning down both problem areas and opportunities.

A group of people in the field was assembled to discuss the situation and, since that time, it has become an open forum on all areas of occupational alcoholism interest that meets for intensive but informal sessions about once every six weeks.

Although the Forum is informal without specific by-laws and rules, it defined a specific purpose for itself:

To assist and facilitate better development of the occupational alcoholism field through regular and informal discussion meetings on federal and non-federal priorities, directions and problem areas.

All comers are welcome—representatives from NIAAA and other government agencies, academia, professional groups such as ALMACA, voluntary organizations and other interested parties.

The meeting of December 15, held at Reston, Va., where ALMACA is headquartered, drew 16 people representing a wide range of opinion and interest who concentrated on education and training during the day-long session.

The next meeting is to be held February 1st at the Civil Service Commission with Don Phillips, Director of Alcoholism Programs of the Civil Service Commission as chairman.

Each session is hosted by a different organization and its representative acts as chairman.

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As for the federal alcoholism program situation, Luman said it is not good, despite a mandate for such programs in government. "There is a clear need to apply the blowtorch to get federal agencies moving on alcoholism programs," he said. Luman compared the situation in some agencies with the police chief who reports no crime in his city because there have been no arrests.

He warned against alcoholism programs being "captured by the treatment side" and suggested that the goal be service to people, rather than on intake programs to raise numbers of those in treatment.

Olson told the debriefing audience that progress in the movement is impressive, when one recalls the early effort by Sen. Hughes to secure supporting legislation in 1969.

One could find out very little about occupational alcoholism programs at that time, she said, but the San Diego gathering illustrated widespread and growing interest and activity and "I knew we'd come a long way."

Referring to the lack of federal agency activity in alcoholism programming, Olson noted that "Congress itself hasn't done anything" and should move to get its own house in order.

She emphasized the need for greater concentration on women in alcoholism identification and care—especially the elderly who are found in disproportionate numbers to men because women live longer.

"Nowhere near the actual numbers of employed alcoholic women are identified," she said, stressing a need for day care and other supportive services for women who frequently reject treatment because of concern for their children.

Special attention needs to be focused on the entire family, not just the victim of alcoholism—family members are equally victims, she said, noting that one doesn't treat just the driver of a car involved in an accident, but the injured passengers as well.

She called attention to The Other Victims of Alcoholism, Inc., a new organization formed to focus on "the domino effect" of alcoholism and its impact on those close to the alcoholic person.

Dr. Stuckey said he learned a great deal at the fifth annual meeting outside of his own field of alcoholism treatment. "Something remarkable is happening," he said "I now know I'm part of a process which covers many people."

"The name of the game is recovery," he emphasized and said that ALMACA's model of the advocacy approach to alcoholism care can be extremely useful in other health areas.

"Even if the stigma of alcoholism is diminished, you are going to be in business for years," he said, because "it will continue to be difficult to get people into treatment."

Dr. Stuckey discussed five areas of importance in which the treatment sector and ALMACA-type employee programs will be involved together in the future:

1. At admission, the provision of specific data about the client and the situation on the job and in the family. Those who treat need to break down denial and the information provided through occupational programs is essential.

2. Getting the family involved from the start by recognizing that all members need treatment, not just the alcoholic person.

3. Open channels of communication from the work setting while treatment is under way; bringing in reality from the world of work.

4. At discharge, the "crucial" back-to-work conference which should involve the "ALMACA-type," supervisor and treatment personnel to clarify the status of the victim, review the past and look at expectations for the future.

5. A continuing recovery plan, written by the employee, which spells out specifics of future activities—meetings to be attended, plan of care for health problems, free-time activities, children. Frequently, there are excellent identification and referral activities, but there is a tendency to "walk away" after treatment, Dr. Stuckey said.

The Psychiatric Institute, which provided a buffet luncheon, was the host for the meeting. It was sponsored by the Washington Metropolitan Area Chapter of ALMACA in conjunction with the Alcoholism Treatment Center of Washington and National Headquarters of ALMACA.

PRESIDENT'S CORNER

Dear ALMACANS:

As we near the end of 1976, we have much to look back on this year, and even more to look forward to next year.

This year will be remembered as the year we accomplished the transition from dependence on government grants to financial independence. We consolidated ALMACA operations, we implemented cost reductions and control over all expenses, and we survived. As of this date, the financial picture looks promising. We enter 1977 with a small deficit, and with all of our continued efforts, we'll overcome this by mid-year.

Since my last column, Jim Baxter and I met with George Dimas, Ross Von Wiegand and John Pinney to review the relationship between ALMACA and the National Council on Alcoholism. A week after this, I met with Leo Perlis and we had a most productive exchange of ideas. We are going to continue to meet with the various national organizations in alcoholism to review how best we can and should work together.

In reviewing the financial picture and all of the various and many things that happened in 1976, I can say with confidence that the issue is no longer one of survival but one of growth as we enter 1977. I think this has exciting implications for each and every member. However, our growth must reflect the wishes, thoughts and ideas of all of us. In my last column, I asked you to write to me and let me have your thoughts on ALMACA. I repeat that request now, and would very much like to hear from you.

Jim Baxter and the Board join me in wishing each and every one of you a very Happy New Year.

Sincerely,



Paul A. Sherman, Ph.D.
President

NIAAA GRANT SUPPORTS ALCOHOLISM PROGRAM TRAINING

Social workers are being trained in a Boston College graduate school program to plan and deliver occupational alcoholism services.

Both private and government employers in the Boston area have received help in getting up employee assistance programs from students in the field work phase of the two-year master's in social work curriculum.

To date, students working at five program sites have planned, organized and operated occupational programs serving more than 30 companies and federal agencies, as well as Boston College itself.

The program, headed by Dr. Dale Masi and operated by the College's Graduate School of Social Work, is in the third year of a three-year training grant from the NIAAA.

Under the grant, students receive tuition aid and a living stipend for the one-year period during which they perform their field work at one of the program sites. Among student applicants for NIAAA training grant support, preference is given to those who have had experience in industrial social welfare programs and, if possible, in the alcoholism field.

For information: Dr. Dale Masi, Boston College, Chestnut Hill, Mass. 02167.



Virginia L. Bresnahan (center); was recently named a 1976 President's Award winner at The Quaker Oats Company by Kenneth Mason, President and Chief Operating Officer (left), and Robert D. Stuart, Jr., Chairman and Chief Executive Officer.

VIRGINIA BRESNAHAN HONORED BY HER COMPANY

Chicago, Ill., Nov. 24, 1976—Virginia L. Bresnahan, has been named one of The Quaker Oats Company's 31 President's Award winners for 1976, it was announced recently by Robert D. Stuart, Jr., Quaker's Chairman and Chief Executive Officer. The awards give special recognition for exceptional performance by the men and women of Quaker throughout the world and are the highest awards the company makes to individuals and team members.

Ms. Bresnahan, Corporate Nurse, Chicago headquarters office, received the award for her innovative and comprehensive five-part Health Awareness Program at the Chicago office, which has benefited hundreds of employees and was accomplished despite a substantial budget reduction.

As a President's award winner, Ms. Bresnahan received 25 shares of Quaker stock and a special commemorative President's Award.

Ms. Bresnahan, along with the other winners, was a special guest at the company's Annual Shareholders' Meeting on November 10 in Chicago. They also attended a special awards presentation dinner on November 11.

The President's Awards program was established by Quaker in 1972. Quaker, with a worldwide employment of 25,000, has diversified businesses in foods, pet foods, toys, needlecraft products and chemicals.

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PAPERS FOR NCA FORUM SOUGHT

Papers for the 1977 National Alcoholism Forum and Annual Meeting of the National Council on Alcoholism, Inc. to be held April 29-May 4, 1977 at the Convention Center in San Diego, California are being sought from anyone interested in submitting a paper concerned with the labor-management track. Papers should be sent to William Dunkin, NCA, Labor-Management Services, 2 Park Avenue, New York, New York 10016.

SIXTH ANNUAL MEETING

October 26-30, 1977

Americana Hotel

New York City

Be sure to put these dates on your calendar and plan to attend!

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Raymond Kelly
Coordinator, Industrial Employee
Alcoholism Program
Illinois Department of Mental Health
and Developmental Disabilities

Mr. Kelly has spent 25 years in industry with four major industrial publishing firms—McGraw Hill Publishing Company, Conover-Mast, Chilton Publishing Company and Cahners Publishing Company. Primary function was industrial and business advertising sales. Among the many industries that he was involved with during these years were Petroleum, Construction, Automotive, Transportation, Machine Tool and Ceramic.

The last 10 years he has also been involved in the field of alcoholism. In June of 1972, Mr. Kelly was given his present assignment as Coordinator,

Industrial Employee Alcoholism Programs (for the State of Illinois). He was one of the original "Thundering Hundred" participants at the NIAAA Training Program at Pinehurst, North Carolina.

He is Immediate Past President of the Occupational Program Consultants Association (OPCA)—and Board Chairman of the Illinois Chapter of ALMACA.

His main responsibility is encouraging and helping industry establish employee alcoholism programs. Illinois has a network of twelve Occupational Program Consultants located throughout the state.

He is a native of Chicago, a Graduate (B.S. Degree—Business Administration) of the University of Detroit, Lt. (j.g.) U.S. Navy (Amphibious Forces) World War II. He is married and has children (4 boys and 2 girls).

NEW NAVY CENTER OPENS

A new Navy center has opened in the Washington, D.C. area. This center has been staffed by the following personnel:

LT. WILLIAM M. COFFIN (DIRECTOR)—Graduate of the Navy's two week course in Alcoholism Prevention, the Navy Drug Abuse Counselor School and Human Resource Management School. Holds a Master Degree in Human Relations and is now working on a Masters in Counseling at the University of Maryland. Also currently enrolled in a Mental Health Administration Fellowship Program and a Navy War College off campus class.

LINDA R. ZAMER (ASST DIRECTOR/SENIOR COUNSELOR)—Graduate of Catholic University Psychology program. Holds a Master Degree in Rehabilitation Counseling from George Washington University and is currently working on Ph.D. from University of Southern California, Washington Education Center. Has worked as a drug/alcohol counselor for various military programs, participating in graduate internships and conducting research work.

EMC (SS) ROBERT J. GEARY (ALCOHOLISM TREATMENT (SPECIALIST)—Graduate of the Navy's 12 week Alcoholism Treatment Specialist School in San Diego.

LN1 LEWIS H. ARMSTRONG, SR. (HUMAN RESOURCE MANAGEMENT SPECIALIST/COUNSELOR)—Graduate of the Navy Drug Abuse Counselor School and HRM School. Has conducted a number of workshops in Drug/Alcohol/Management areas. Consultant for CCPO, NDW troubled employees program. Consultant to George Washington University for M/A program in Human Resources.

HM2 GEORGE M. THIELEN (COUNSELOR)—Graduate of the Navy Drug Abuse Counselor School and presently attending classes at the Washington School of Psychiatry Metropolitan Mental Health Skills Center. Served on the staff at the NDRC (JAX).

YN2 JAMES M. STEWART (DRUG COUNSELOR)—Graduate of the Navy Drug Abuse Counselor School. Served on the staff at the NDRC (JAX). Presently attending classes at the University of Maryland.

GINGER WAGSTAFF (ALCOHOLISM COUNSELOR)—Graduate of Johnson Institute; attended Alcoholism Counselor Training courses at Howard University, University of Virginia, Maryland Institute and U.S. Army Drug and Alcohol Rehabilitation Center at Ft. Sam Houston, Texas. Presently attending University of Virginia course in Counseling Families of Alcoholics.

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Suite 410
11800 Sunrise Valley Drive
Reston, Virginia 22091

703/620-2577

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