

# THE ALMACAN

*The most challenging problem we face in the field of occupational alcoholism is to bring about the bankruptcy of the alibi structure in the drinker long before it would occur in the ordinary course of events.*

Vol. No. 8, Issue 10 Published monthly by Association of Labor-Management Administrators and Consultants on Alcoholism October, 1978

## Installation at Annual Meeting

### New ALMACA Leadership Elected Members Approve By-Law Change

James L. Francek, Corporate Coordinator of the Ford Motor Company Alcohol and Drug Abuse Program, was elected to a two-year term as President of ALMACA in the recent national election.

Francek, who served as ALMACA's Vice President, was named to succeed Paul Sherman who becomes an ex-officio member of the organization's Board of Directors.

Other officers elected are:

Vice President—**Donald W. Magruder**, Director of Special Health Services for Continental Insurance Companies, New York City, a member of the ALMACA Board and Chairman of its By-Laws Committee.

Secretary—**Margaret Mantell, Ph.D.**, former Director of State Assistance Programs of the Minnesota Vocational Training Institute, who has been serving as interim Secretary for the organization.

Treasurer—**Thomas P. O'Connor**, Administrator of Rehabilitation Services for Boston Edison Company, who is Vice President of ALMACA's Massachusetts Chapter.

The new leadership slate was to be installed formally at the Annual Meeting in San Francisco. Coverage of that event and comments from the new officers will appear in the special Annual Meeting issue of the November ALMACAN.

In his campaign for the Presidency, Francek said it is his conviction that: "Until occupational alcoholism programs have been integrated into the system of the workplace, they run the chance of being seen as secondary. The key to integrating these programs into the workplace is to involve all the significant forces within the workplace. A clear understanding needs to exist between labor and management before a fully cooperative effort can evolve."

#### New By-Laws Approved.

Along with electing new officers, ALMACANS approved a new set of by-laws designed to strengthen the organization's administration and to give a greater voice to the membership in operations and priorities.

Major changes involve an increase in the Board of Directors from 11 voting members to 30, and provision for regional vice presidents and Board members as well as at-large Board members.

The new by-laws generally reflect the growth of ALMACA into an organization that requires a broader base of administration and delegation of responsibilities in several areas to a larger group of officers and directors.

The revised by-laws will be placed into effect under an interim Board which will serve during a transition period until the newly constituted Board and slate of officers is installed and others are appointed.

The membership-oriented emphasis of the by-laws is reflected in the provision for five regional Board members to be elected from their regions, five regional Vice Presidents and five at-large Board members to be appointed by the President.

The new Board will consist of eleven officers of the corporation, nine Chairpersons of Standing Committees, five Regional Board Members and five At-large Members.

Continuity is ensured by provision for staggered terms of service and establishment of an Executive Committee that will function between Board meetings.

#### OA Programming Gets Low Rank

First results of opinion gathering from state meetings on the NIAAA National Strategy Plan find treatment and prevention rating high and occupational programming and research not so high.

The results were based on reports from 20 of 39 scheduled state meetings designed to gather grassroots opinion on priorities for the developing National Plan to Combat Alcohol Abuse and Alcoholism.

Only two states reported a "very high" priority for occupational programming and eight gave it a "high" rating.

Prevention activities received generally "very high" ratings and almost all 20 state meetings ranked treatment "very high" or "high." (See RANK, page 3)

### Training Needs Noted In OA Study, Report

Training generally available for occupational programmers falls far short of needs, according to a year-long study for the NIAAA Occupational Programs Branch.

But the final report presents a series of training objectives and recommends ways to improve occupational programming delivery and enhance the professional identity of those in the field.

The project, conducted by the National Center for Alcohol Education, is summarized in a report entitled "Training for Occupational Alcoholism Programmers: Instructional Objectives and Recommendations."

The report notes that significant expansion of occupational programming will require a large number of professionally trained personnel qualified to develop, implement and operate programs. This, in turn, calls for the training of new personnel and ongoing education to refine and sharpen the skills of those already in the field, the report says.

"This study points up a situation that must be faced by those of us who are pressing for an expansion of worker coverage by occupational programs," said James Baxter, ALMACA Executive Director.

"We must support efforts to expand and improve training so that the cadre of professionals we need will be available in the future," he added.

The NCAE study found these issues:

- A systematic approach to the training of occupational programmers is lacking.
- There is a lack of professionally recognized, published reference works to use as source material in designing, developing, or delivery training programs.
- There is no comprehensive, central list of available occupational training programs.
- Some important activities are overlooked or merely mentioned in current training for occupational programming.

Among the recommendations for improvement are these:

- Upgrade short-term training by training people in the occupational field in a systematic approach to development and (See TRAINING, page 2)

## Counselors Are Pros

Mel Schulstad, President of the National Association of Alcoholism Counselors (NAAC), contends the professional status of the alcoholism counselor is rooted not in academic credentials but in the fact that "you have done the job."

Keynoting the annual NAAC meeting in Memphis recently, Schulstad said "thousands and thousands and thousands of sick and dying people have come into your care and gone out on the road to recovery" and then asked: "What more proof do you want of professionalism than that?"

Schulstad also discussed the "marriage" of alcoholism and drug abuse counselors which, he said, along with the question of academic credentials, will probably be hanging over the field for some time to come.

Schulstad said he is "willing to accept the fact that by consensus at least, we are now constituted as an alcoholism counselor association." However, over time and through evolution, he said, "we may change the name of the profession by which we are earning our livelihood and we may therefore have to acquire a new perspective on our work."

## Alcoholism Research Is Urged

Contending there is a "gross imbalance" in federal health research funding, G. C. Salmoiraghi, NIAAA Associate Director for Research, recently urged the alcoholism constituency to "vigorously pursue" the issue of increased support for alcoholism research.

Salmoiraghi contrasted the \$16.1 million appropriated for NIAAA research this year with the \$2.7 billion allotted to cancer, heart, dental and other research endeavors at the National Institutes of Health.

He estimated that \$270 million a year "at a minimum" would be an appropriate target for investment in alcoholism research. Salmoiraghi cited the \$12 billion in alcohol-related health costs annually and said by merely allotting one percent of that total to alcoholism research, federal support would add up to \$120 million.

## Another Voice in the Field

The Other Victims of Alcoholism, Inc., inaugurated a newsletter this summer called "The Other Side of the Coin." The quarterly letter is designed to distribute information about the millions affected by the drinking problem of someone else.

Editor Josie Balaban Couture said the

letter will "spotlight the need to provide these people with information, help and treatment, regardless of whether the alcoholic seeks help or even recognizes the existence of a drinking problem."

The first issue cites a Gallup Poll that found one person in four saying an alcohol problem has adversely affected his or her family life. The figure in 1974 was 12 percent.

Subscriptions are \$8 a year from The Other Victims of Alcoholism, Inc., P.O. Box 921, Radio City Station, New York, N.Y. 10019.

## TRAINING (from page 1)

delivery of instruction for programmers.

- Analyze existing training packages or courses to identify tested portions which could be modified and used to shorten time required to develop new materials.
- Encourage professional education programs to incorporate specialized instruction for occupational programming.
- Publish an agreed-upon set of functions and critical tasks that are performed in occupational programming.
- Prepare basic resource materials for training in the field.
- Provide a central list of instructional offerings.
- Establish, document and adhere to criteria for referring employees and/or family members for qualified assistance and/or treatment services.

Dr. Helen L. K. Farr, of NCAE, said a few copies of the report are now being circulated for review and comment among experts in the occupational field. She said copies generally should be available sometime in November through the Department of Commerce National Technical Information Service (NTIS).

## THERE IS A DIFFERENCE!

Don't settle for just "treatment" of your chemically dependent employees, when there are two facilities . . .

### "Where Recovery is a Way of Life"

#### In Minnesota —



**PARKVIEW  
TREATMENT  
CENTER**

3705 Park Center Blvd.  
Minneapolis, Minnesota 55416  
(612) 929-5531

- Professionally staffed. Qualified medical personnel, plus accredited chemical dependency counselors.
- Variety of inpatient and outpatient programs designed to meet individual needs.
- Effective, ongoing support systems to aid recovery.

#### In Arizona —



**THE MEADOWS**

P.O. Box 97  
Wickenburg, Arizona 85358  
(602) 684-2815

- Utilized by EAP Directors of national corporations.
- Recognized by major Health Insurance carriers.
- Located in naturally scenic environments for therapeutic value and privacy.

Both Centers under the Management of:

**Chem Care, Inc.**  
3705 Park Center Blvd.  
Minneapolis, Minnesota 55416  
(612) 929-5531



**THE ALMACAN**  
Published by:  
**Association of Labor-Management  
Administrators and Consultants  
on Alcoholism**

Suite 907  
1800 N. Kent Street  
Arlington, Virginia 22209

703/522-6272

Paul A. Sherman, Ph.D.  
*President*  
James L. Francek  
*Vice President*  
Margaret Mantell, Ph.D.  
*Secretary*  
R. E. Anderson  
*Treasurer*  
Adolph J. Sullivan  
*Immediate Past President*  
James A. Baxter  
*Executive Director*  
Fritz Wittli  
*Editor*

## RANK (from page 1)

Written comments from several states indicated a feeling that "basic research has not been perceived by the field as being particularly useful."

ALMACA President Paul Sherman said the weak response to Occupational programs demonstrates that more enlightenment is needed, particularly to dispel the notion that occupational programs are part of treatment.

In his "Commentary" in the June ALMACAN, Executive Director Jim Baxter pointed out that the questionnaire used by NIAAA at the state meeting lists occupational programming as a treatment sub-category. As he said then:

"Let's make it clear that OA programming incorporates all aspects of the effort to combat alcoholism—treatment, prevention, training and research. It is an all-encompassing approach that should be spelled out clearly in the over-all national strategy."

Clearly, the initial soundings from the state meetings indicate that while increased attention has been focussed on OA programming in recent months, those who are concerned with this movement have an important educational job to do.

## Federal Alcoholism Funding

A survey funded by NIAAA put total federal funding of alcoholism activities at \$313.3 million in fiscal year 1977. A total of 2,115 active projects were cited by 22 federal agencies.

## Metrolina Thinks Media

The Metrolina Chapter, which covers the Carolinas, held a media workshop at its August meeting, a subject that other chapters might want to emphasize as part of the effort to spread the word about occupational programming.

The one-day meeting, in conjunction with the Western Regional Occupational Program Training Session, was split into sessions on newspapers and radio.

The newspaper session concentrated on defining news/publicity, how to prepare material and how to get releases published. The radio session covered the philosophy of a local broadcaster, the role of the FCC, station organization and administration, program format development and what to submit and how.

We'll look forward to increased media attention to the activities of the Metrolina Chapter and its members.

## Golfing Against Alcoholism

Proceeds from the Sheky Greene Celebrity Golf Classic at Las Vegas Nov. 19-22, will go to the National Council on Alcoholism. NCA said it is the first national sports event ever organized to provide funds to combat alcoholism.

Greene, nightclub and television personality who is a recovered alcoholic, said he agreed to host the event because he hoped it will help reduce the stigma of alcoholism and raise funds for NCA programs.

## Alcohol-Drug Combo Option Is Suggested In OMB Paper

The idea of consolidating the federal alcoholism effort with other health programs has surfaced in a staff working paper by the Human Services Study Team of the President's Reorganization Project.

The paper being circulated for comment contains several options, ranging from folding NIAAA's project and formula grant programs into a health and services block grant to the states to merging them with drug abuse under a "substance abuse" formula grant.

The Office of Management and Budget, which is in charge of the project, stressed that the staff paper was only a preliminary document and did not contain conclusions or recommendations. It represents preliminary results of the first phase of a review of the organization and delivery of human services ordered by President Carter in June, 1977.

An OMB official told The Alcoholism Report that the study team is focusing on programs and areas singled out in the interim report and is not giving "serious consideration" at this time to all the options outlined in the staff paper.

On the other hand, he said that if substantial support should develop for any of the consolidation proposals, "I think we would take another look at them."

Acting NIAAA Director Loran Archer indicated he would urge the parent Alcohol, Drug Abuse and Mental Health Administration (ADAMHA) not to support the options in the OMB paper.

"I don't think alcoholic people, drug abusers and the mentally ill would be well served by any of these options unless there is a major change of attitude on the part of people in the health and social care systems," Archer told AR.

Archer stressed that he strongly supports the overall goal of the reorganization study—to improve and integrate delivery of human services—but said the options outlined would not accomplish this objective as far as alcoholism programs were concerned.

As for options that would consolidate alcoholism with mental health and drug abuse, Archer said these to him represented a "step backward" from the NIAAA goal of integrating alcoholism into the general human services area.

## New Liquor Tax Is Proposed

A bill is being drafted that would impose a new federal tax on distilled spirits to create a trust fund for NIAAA prevention, education and research programs.

Sen. Mike Gravel (D-Alaska) is circulating the proposal among Senators with a letter asking for support.

The measure would impose an additional tax of 35 cents per 100 proof gallon on distilled spirits.

## The Right Time, The Right Place, The Right Community... and Alcoholics Begin to Recover.

Without giving the impression that there is only one way to treat alcoholism and other addictive diseases, our experience over the past 20 years has provided a few "givens" which we'd like to share.

"The right time" depends upon outside forces. When we get a patient, the right time is now and we work at it from that perspective.

"The right place" has to do with a match of patient, program and location. Caron Hospital offers comprehensive services, of which detoxification is only one component. The Chit Chat Farms program is broadly based, appropriate for most, and AA oriented. The location is remote enough to break with the drinking environment, yet easily accessible.

"The right community" is probably our biggest asset. Chit Chat is more than just a place. It is a family of professionals and patients so well integrated as to form a therapeutic community. A true therapeutic community is difficult to establish and hard to maintain. Yet, it is one of the most effective modes of treatment devised.

Treatment is just one of several services offered at Chit Chat. To find out more, write or call us. Better yet, come see for yourself.

**DETOXIFICATION • REHABILITATION • AFTERCARE  
TRAINING • RESEARCH • EDUCATION • CONSULTATION**

**CHIT CHAT  
FOUNDATION**

CHIT-CHAT FARMS / CARON HOSPITAL  
Box 277, Galen Hall Road, Wernersville, Pennsylvania 19585  
Telephone: (215) 678-2332

Accredited by the Joint Committee on Accreditation of Hospitals (JCAH)  
and a Member Provider of Capital Blue Cross.

I would appreciate receiving additional information on the Chit Chat Foundation.

Specifically interested in: \_\_\_\_\_

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

AGENCY/ORG. \_\_\_\_\_

CITY \_\_\_\_\_

STATE \_\_\_\_\_ ZIP \_\_\_\_\_

## Spreading the Word in R.I.

A vigorous statewide publicity campaign to sell employers on employee assistance programs has paid off in Rhode Island with increased programs and participation.

The Rhode Island Group Health Association (RIGHA) reports that during a two-year campaign it persuaded more than 150 businesses and governmental units, employing from 25 to 17,000 workers, to participate in its EAP or to set up their own. The State of Rhode Island and several cities and towns are among employers who have set up programs.

With funding from NIAAA, RIGHA operates its own EAP on an "umbrella concept," offering services to help a variety of companies with the personal problems of their workers.

The publicity campaign on the theme "Everybody has problems" covered all media—newspapers and broadcast, billboards, poster, bus cards and direct mail—and was designed to attract employer attention to the potential of the EAP idea.

RIGHA, which is a health maintenance organization, said it has oriented nearly 4,000 supervisors to the program and

distributed thousands of pieces of employee literature.

For information; Michael C. Gerhardt, Rhode Island Group Health Association, 210 High Service Avenue, North Providence, R.I. 02902.

## NYC Rights For Alcoholics

Discrimination against recovered alcoholics is now illegal virtually across the board in New York City.

A new law bans such discrimination in areas such as employment, insurance, housing, welfare payments, credit, child custody, licenses and education.

## Help for the Alcoholic



### HIDDEN BROOK TREATMENT CENTER

Our program for recovery is under the planned guidance of an experienced Medical and Nursing Staff in surroundings conducive to rehabilitation. Request our Brochure: Call 879-1919. Or, write: Thomas Run Road, BEL AIR, MD 21014.

Accredited By The JCAH

## FYI

**Mount Pleasant Hospital** holds its second annual Caring and Sharing weekend Nov. 3-5 at the Sheraton Regal Inn, Hyannis, Mass. Special events include family AA and Al-Anon meetings and a banquet, dinner dance, speakers and films. Contact: Mount Pleasant Hospital, 60 Granite St., Lynn Mass., 01904. . . . A second seminar on "Alcoholism, The Family Illness" will be held Nov. 13-17 at the St. Ignatius Retreat House, Manhasset, N.Y., sponsored by the Freedom Institute and Johnston Institute in cooperation with the NCA Family Program. Contact: Freedom Institute, Inc., 174 E. 74th St., New York, N.Y., 10021 or call 212/249-0303.

## When help is needed, those addicted to alcohol and drugs find Gateway aptly named.

Gateway's 28-day residential program provides, at a reasonable cost, the treatment necessary to meet the addicted person's needs for recovery. A "holistic" approach gives special attention to the patient's physical, psychological, spiritual and vocational rehabilitation, as well as providing regularly scheduled education and counseling for his or her family. Aftercare also is an important phase of the overall Gateway program.

Gateway is located just 15 minutes from the Greater Pittsburgh Airport, in a quiet rural setting. Free transportation is provided to and from the airport, making Gateway within hours of anywhere in the country. It is accredited by the Joint Commission on Accreditation of Hospitals and approved by Blue Cross of Western Pennsylvania.

There is no known cure for addiction, but Gateway has helped thousands find the miracle of recovery and a "gateway" to a new life.



### GATEWAY REHABILITATION CENTER

R.D. #2 • Moffet Run Road • Aliquippa, PA 15001  
Telephone (412) 766-8700 • (412) 378-4461

