

THE ALMAGAN

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.

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Francek, Sherman In New Roles

Promising ALMACA Future Seen As The Presidency Changes Hands

As the leadership of ALMACA formally changed hands in San Francisco Oct. 4, a single theme was struck by the two Presidents as they received official gavels: "So much accomplished; so much yet to be done."

Paul Sherman, honored by a standing ovation, received his gavel as a memento of two years of leadership during a critical time in the development of the organization.

Jim Francek will use his gavel as he presides for two years over an organization ready to consolidate its leadership position in the field of occupational alcoholism programming.

Ross Von Wiegand, long-time Director of the NCA Labor-Management Program, provided historical perspective as master of ceremonies: he was present at the beginning, when ALMACA was only a promising idea.

On behalf of ALMACA and the field, he expressed gratitude to Sherman for his total dedication to ALMACA and his devoted efforts in the cause of occupational programming.

Francek was cited by Von Wiegand for his "fantastic" record in developing the Ford Motor Company program and described the former minister as "a practical man and an achiever."

After delivering his remarks, Sherman presented a \$2,500 check to Francek on behalf of ITT, which brought the total 1978 contribution of his firm to ALMACA to \$7,500.

Executive Director Jim Baxter presented an engraved rosewood gavel to Sherman to mark his years as President "with the love and good wishes of the membership."

Presidential luncheon addresses by Sherman and Francek appear, with minor editing, on page 2.



PRESIDENCY PASSES to James L. Francek who receives congratulations and best wishes from Paul A. Sherman during the President's Luncheon at the Seventh Annual ALMACA Meeting in San Francisco Oct. 4.

Major OA Role Seen In Klerman Keynote

A major role for occupational alcoholism programming in the future federal alcohol effort was projected for ALMACANS on hand for the keynote address at the Seventh Annual Meeting in San Francisco Oct. 4.

"We have identified occupational alcoholism programming as an area of great promise," said Dr. Gerald L. Klerman, Administrator of the Alcohol, Drug Abuse and Mental Health Administration (ADAMHA).

Klerman stressed the cost-effectiveness of OA programs and their great potential for prevention as he outlined a prominent place for alcoholism in the mainstream of the nation's public health concerns and services.

"Prevention is more important than rehabilitation" in terms of the long-range effort to reduce the enormous costs of alcoholism and related problems, Klerman said in his keynote address.

Klerman speaks with authority as head of the NIAAA parent agency and as the man named by HEW Secretary Joseph A. Califano to direct a government-wide survey of alcohol efforts and to map initiatives for the future.

Personal greetings to ALMACA from Califano and Julius Richmond, Assistant Secretary for Health, were conveyed by Klerman who said he discussed with them his participation in the Annual Meeting.

Klerman noted that the disease concept of alcoholism was underscored when Congress placed NIAAA in the Public Health Service—as a public health problem, not (See KLERMAN, page 5)

Next Year In Detroit

Detroit will be the site of the Eighth Annual ALMACA Meeting to be held the week of October 2.

The Board of Directors accepted the invitation of the Detroit Chapter whose president Dennis Derr and a dedicated contingent of fellow members will be hosts. A 10-minute film on the attractions of the Motor City was viewed by members at the San Francisco session.

Special Seventh Annual Meeting Issue

ADDRESSES BY PRESIDENT'S (from page 1)

James L. Francek
President

We have come a long way. The field of occupational alcoholism programs has blossomed for good reasons: The leadership has been of the highest quality—committed to ethical and professional development of the field. Paul has summarized for you the tremendous progress that, with your help, was accomplished during his tenure. I am here to tell you—we still have a big job ahead of us.

The key to growth is to recognize what is possible in the present. In order to keep the momentum going and to build on the solid foundation that ALMACA enjoys—we need to recognize our strengths and weaknesses.

When each of us started in this field, we had a number of skills that were already proven. We may have been a labor representative, a personnel manager, a health professional or a person recovering from alcoholism. No matter what the road was that brought us to this work—as we listened to the people who came to us for assistance, and as we experienced the many facets of our job—we soon recognized that we had many things to learn. Once again faced with an opportunity to grow, we accepted the challenge and pursued it.

In a way, what we have experienced in these early years can be compared to that of the pioneers of our nation's history. They had to learn new skills—they had to acquire
(See FRANCEK, page 4)

Paul Sherman
Immediate Past President

Today my term as President of ALMACA is over. So much has happened! The last two years have been the most exciting and meaningful two years of my life, professionally, and I leave office with a sense of sadness and yet with a sense of gratitude and elation. The sadness stems from the ending of a period, for me and for ALMACA, that included so many positive changes and friendships. At the same time, I feel a deep sense of gratitude and elation because of these very changes and friendships. As a team, we have accomplished so much in the past two years. I'd like to summarize and recap this growth.

ALMACA has grown and prospered, and as the national association of occupational alcoholism has helped establish the emphasis being put on our area by Government, by the Senate, by the public and private sectors, and by management and by labor. If we had written a script two years ago about what we would like to see happen, it would have fallen short of what has actually happened.

Two years ago, we were in a critical period. We had just announced our freedom from government grants and contracts, and had stated that ALMACA would be the

advocate for the field of occupational alcoholism. We called on the other leading national organizations to join us in bringing the field of occupational alcoholism to the position of importance we all knew it warranted. We reached out to organized labor, to NIAAA, and to others such as NCA and ADPA, and they responded and joined with us. We can see the results today in the priority that is being given at the highest levels to our area.

Let's look at the major accomplishments with ALMACA during the last two years:

1. Membership has grown from 1,020 to 1,569, a 54% increase.
2. Chapters have grown from 10 to 24, a 140% increase.
3. The Financial area today is solid. We come into this Annual Meeting with a \$20,000 reserve to cover Annual Meeting expenses, with zero debt, but more important with improved financial controls and a solid financial plan.
4. There are currently sixteen Committees looking at issues that are crucial to our field and our growth. These working committees have made a major contribution to our efforts.

Equal to our accomplishments within
(See SHERMAN, page 9)

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New By-Laws Are Recalled Membership To Reconsider

New by-laws recently "approved" by ALMACANS were pulled back for resubmission to the membership because of a motion adopted at the business meeting in San Francisco Oct. 4.

The motion came after some members objected to being disenfranchised because they received the proposed by-laws and ballots too late to meet the recent election deadline.

Ann-Coughlin, Labor Staff Representative of the Bay Area NCA and an ALMACA member, offered the motion which was supported by a majority of voting members at the open business meeting.

As a result, ALMACA will continue to operate under the original by-laws while the proposed version, developed by the By-laws Committee over the past year, will be resubmitted to the membership for a section-by-section vote on their provisions.

Coughlin and others objected to both the delayed receipt of the by-laws and ballots and to the procedure under which members had to vote for or against the by-laws in their entirety.

Coughlin contended it was "totally ridiculous" to expect the membership to vote on 16 issues wholesale.

Earlier, objections had been voiced to a provision that would open ALMACA membership to anyone substantially employed in the occupational alcoholism field.

Executive Director Jim Baxter explained that some members received election materials late because they were sent by bulk mail rather than first class as an economy measure and were delayed in transit. There was no estimate as to how many members did not receive election materials in time to vote.

Newly elected ALMACA President Jim Francek termed by-laws a "working, living document open to change." He said the proposed by-laws would be submitted to the membership for a vote on the separate issues they contain, but he could not immediately set a schedule.

Functioning of the organization will not be affected by the by-law pullback, he said, because the original by-laws had been scheduled to remain in effect in any case until after a transition period.

Resubmission of the proposed by-laws to the membership will be directed by the By-Laws Committee under its new chairman Zeke Zehm, EAP Coordinator of Lockheed, who succeeded Don Magruder in the post.

Broadening of the requirements for ALMACA membership brought objections from some members on grounds that the result would be "treatment people" outnumbering administrators and consultants. Others raised the question of whether it is appropriate to have as members those with whom program administrators deal.

Francek, who said "ALMACA has no closed doors," said these and other issues would be presented to the membership for



CLOSING BANQUET speaker, Father Joseph Martin, gets laugh from ALMACANS and guests who gathered for the event in the historic Garden Court of the Sheraton Palace Hotel in San Francisco Oct. 6.

consideration and that "everyone will have an opportunity to voice opinions and to vote on issues of importance to the organization."

Magruder observed that "action taken in this matter underscores the commitment of the new leadership to be responsive to the needs of the membership, the very approach which the new by-laws are intended to embody."

Alcoholism Study Stalled

Authorization for a National Commission on Alcoholism and Other Alcohol-Related Problems failed to pass before the 95th Congress adjourned October 15.

But Sen. Harrison Williams (D-N.J.), sponsor of the original amendment, is expected to reintroduce the measure soon after the New Congress convenes Jan. 15.

In the adjournment rush, the House did not vote on the Senate-passed health planning legislation that was being used as a vehicle for the amendment to authorize the Commission.

OA Programs Cited

A full chapter on occupational alcoholism programming is included in the Third Special Report to Congress on Alcohol and Health released Oct. 17 by HEW.

The 138-page report, three years in development, presents a status report on alcoholism and alcohol problems in the nation.

The December issue of the ALMACAN will contain highlights from the Report which will not be available for general distribution for several weeks.

The Report notes that alcohol abuse and alcoholism cost the U.S. some \$43 billion in 1975 and estimates that alcohol-related deaths ran as high as 205,000.

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FRANCEK (from page 2)

a deep respect for all the forces at work around them.

The field of occupational alcoholism programs is very similar. As we develop our programs it becomes intensely clear that there are many forces operative that affect the person impaired with these major health problems. In fact, if anything, our job is getting more complex. Persons with an alcohol problem reflect the same complex of human problems as others in our society.

In a recent survey, done by AA of those persons under 30, 55 percent of the women and 36 percent of the men reported having a drug as well as an alcohol problem. This is twice the rate it was 3 years ago. This is no small change and must be noted by all of us working in the alcohol field.

If we are going to continue to meet the needs of those persons who seek our assistance, we need to grow. ALMACA faces a clear challenge. We need to share our multiple forms of experience and information. This was one of the fundamental reasons for our formation. An intense development of education and training programs coordinated from a national focus, yet implemented in the regions and chapters, will make possible the development of the field in an orderly fashion.

Our Committee on Education and Training chaired by Bill Byers will be

surveying the needs of ALMACANS in the near future. Building on this information, we hope to identify or assist in the development of regional training centers that will continue to develop the skills needed to do this job. Some of our chapters have already moved ahead on these projects.

Credentials and Standards

ALMACANS are often doing a professional job—yet are not recognized as such. We need to delineate a process whereby a person can be recognized as having the experience and skills to do this work. In an audience such as ours, with the variety of experiences that we represent, the topic of credentialization often brings tremors.

If we do not move to create a system whereby we are recognized for the skills we daily use, we face inundation by other professionals who may lack a clear understanding of alcoholism. It is important that we build on the work started by our Standards Committee. I will be directing both our Executive Director and Vice President to pursue paths to credentialing to be acted on at our spring Board meeting.

In order for a major effort of standards, education and credentialing to move forward, we need a body of knowledge that has been quantified. Our Research Committee plays an essential role in documenting that body of knowledge. We can no longer be satisfied with the soft sell of

our programs. Accountability is not an empty word. I think there remain a number of questions that need answers:

1. Have we really demonstrated in economic terms the impact of our programs?
2. There are many types of alcoholism and "sedativism" in our society. I believe there are unique factors that should be taken into consideration in treating women, blacks, white collar and blue collar workers, for example. What are these factors?
3. I suspect that different types of work may draw persons with an alcohol or drug problem and that other jobs may potentiate these problems. Is there a different prevalence of these problems in the various types of work places in our nation?

We need to invite the scrutiny of the trained professional observer in order to document the work that we are doing. With Dr. Paul Roman chairing our Research Committee, and through the proposed Division of Occupational Programs at NIAAAA, this effort will move forward (as one of our competitors says) "with Gusto."

Role of Labor

We know for many years that our brothers and sisters in the labor movement have struggled with assisting workers and
(See FRANCEK, page 8)



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