

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.

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ALMACA and Field Oppose Threat to NIAAA Autonomy

The alcoholism constituency is united and up in arms over a proposal to centralize initial review of discretionary grants and contracts within the Alcohol, Drug Abuse and Mental Health Administration (ADAMHA).

Dr. Gerald L. Klerman, after a bare three months as head of ADAMHA, set off a storm with the plan that is seen as a threat to the autonomy of the three Institutes, including the National Institute on Alcohol Abuse and Alcoholism (NIAAA).

Along with consolidation of initial peer review of proposals, the plan calls for a move "upstairs" of 82 positions from the three Institutes and funds to support them.

ALMACA's Executive Director Jim Baxter strongly opposed the idea and told Klerman at a special March 20 meeting that the issue boils down to one of "your credibility in the field."

He reminded Klerman of past statements to the effect that he had no intention of interfering with the authority of NIAAA to make its own policy and operational decisions.

Baxter, who sees the proposed move as "not in the best interest of the alcoholism field," said it runs counter to the intent of Congress "to maintain the separate policymaking functions and autonomy of the NIAAA."

A written statement of ALMACA's position will be submitted to Klerman, NIAAA and Congress, Baxter said.

Baxter and representatives of other alcoholism organizations voiced opposition, along with the NIAAA's own Advisory Council, at the special session suggested by Klerman to explain the proposed reorganization.

Klerman maintained throughout that none of the proposed changes is designed to weaken the alcoholism field and that the reorganization is "mainly an administrative

matter designed to strengthen the capability of the agency as a whole."

"We are not trying to remove any of the appropriate and current functions of the three Institutes," he said in defending the plan that already has the initial approval of HEW Secretary Joseph A. Califano.

Also discussed at the session was a planned HEW-wide review of alcoholism and related programs which would include all components of the Department, such as social services, financing and education as well as NIAAA.

The NIAAA Advisory Council adopted a resolution saying that the reorganization would "jeopardize the ability of the Institute to deal effectively with the complex problem of alcohol abuse and alcoholism."

As for a possible compromise by which Klerman would move only the research review function to ADAMHA, Baxter said that would be "just as much a violation of the intent of Congress as transferring all functions."

"My concern," he added, "is that once the principle of concentrating such functions at the ADAMHA level is established unopposed, further concentration can be carried out with impunity."

At month's end, the issue was far from settled, including the legal question as to whether NIAAA functions could be consolidated under the law that created ADAMHA in the first place.

The Advisory Council appointed a task force to come up with a report on options in early April.

Sen. Harrison Williams (D-N.J.), Chairman of the Human Resources Committee which has legislative jurisdiction over ADAMHA, requested a full report from Klerman by March 31. Williams raised a series of questions and reminded Klerman that the ADAMHA legislation intended (See AUTONOMY, page 4)

New ALMACA Officers Named

Two new officers joined ALMACA's leadership as of March 1. They are:

Vice President and Chapter Coordinator—James L. Francek, who is Corporate Coordinator of the Alcohol and Drug Abuse Program of Ford Motor Company at Dearborn, Michigan. He succeeds Ray Kelly in the post.

Secretary—Margaret M. Mantell, Ph.D., who is Director, State Assistance Programs in Minnesota AVTIs, headquartered at Anoka, Minnesota, a Minneapolis suburb. She succeeds Judy Arnold in the post.

Both Judy Arnold and Ray Kelly resigned from their leadership positions in ALMACA because of the press of new or added duties in connection with their occupations.

Their successors were chosen by President Paul Sherman with the approval of the Board of Directors after extensive canvassing of Board members, chapter presidents and others in ALMACA.

Backgrounds of the new officers will appear in greater detail in the next issue of the ALMACAN.

Training Program Focus Is On Small Firms

They left with written action plans in hand and with a feeling of confidence in the knowledge that they were a part of something bigger.

The plan was part of the assignment. The feelings were a bonus they took away from the three-day Program Coordinators Training Institute.

That was the way Gerard M. Rooney, Director of the Occupational Program Division of the Westchester (N.Y.) Council (See TRAINING, page 2)

ALMACA Comments on NIAAA Forward Plan

A series of specific goals and objectives for occupational alcoholism was submitted by ALMACA last month for consideration as NIAAA prepares its long-range plan for the future.

ALMACA Executive Director Jim Baxter sent the proposals to NIAAA Director Ernest P. Noble in advance of an April 7 meeting at which the over-all Institute blueprint was discussed with the constituency.

"ALMACA believes firmly," Baxter said, "that the key element holding back implementation of occupational programs on a massive basis is stigma and most of the objectives we advocate are related in some way to its elimination."

In a cover letter, Baxter also suggested that serious consideration be given to raising the status of the Institute's Occupational Program Branch to the level of a Division in recognition of its importance. Here is the plan as submitted to the Institute.

ALMACA Goals and Objectives

Goal I.

To expand occupational alcoholism programs to the maximum extent practicable.

A. Reduce stigma that operates as a bar to occupational programming by all available means.

1. Work to establish a national media campaign aimed at government, business and labor decision-makers.

2. Promote the elevating of Occupational Alcoholism Programs Branch to Division status in NIAAA.

B. Support legislation which encourages or mandates occupational programs.

1. Push for Executive Order to implement Hughes Bill (Federal Civil Service).

2. Encourage more effective implementation of PL 92-129 (Military Programs).

3. Work to improve enforcement of Rehabilitation of Handicapped Act of 1973.

4. Support to fullest Hathaway Amendment to Rehabilitation of Handicapped Act.

Goal II.

To establish long and short term applied research programs in occupational alcoholism.

A. Work with NIAAA to establish priorities and plan for accomplishment.

1. Concentration in the beginning on program definition, evaluation and census.

2. Foster programs aimed at development of new methods and techniques.

Goal III.

To establish standards of excellence by which occupational programs and personnel can be measured and evaluated.

Goal IV.

To provide training on long and short term basis for occupational program personnel.

A. Establish coordinated short term programs to improve skills and qualifications of persons already working in the field.

B. Establish entry level training to provide continuing source of qualified personnel to expanding field.

Goal V.

To provide adequate, uniform mandatory insurance for alcoholism treatment covering detoxification, in-patient treatment in medical and non-medical setting, out-patient treatment and aftercare.

A. Work with state legislatures and private carriers to provide coverage for private sector employees and families.

B. Put maximum pressure on Civil Service Commission to provide coverage for Federal employees and civil military dependents.

C. Insure coverage in any National Health Insurance legislation.

D. Insure HMOs provide adequate alcoholism treatment.

E. Insure adequate coverage for alcoholism treatment under Titles XIX and XX.

TRAINING

(Continued from page 1)

on Alcoholism, summed up the institute he conducted at Garrison, N.Y., in February.

"They are now a core group that meets monthly," said Rooney of the participants in the 30-hour program focused on the skills, knowledge and attitudes needed to plan and maintain quality occupational programs.

The Institute was sponsored by the Westchester Council in cooperation with the New York State Division of Alcoholism and the Westchester Community Mental Health Board.

"We assumed that most coordinators are part-time program administrators, that they need training in the basics to overcome insecurities," Rooney told a recent meeting of the Ad Hoc Forum in Rockville, Md.

The early-and-late intensive program concentrated on motivational counseling and organizational development and the personal information needs of coordinators who are often new to the task and have other duties to perform.

"Program coordinators in small firms feel lost and alone" but it is those firms that employ the most people; "we have to get them into the network," Rooney said.

He pointed out that there are some 1.5 million corporations and another 1.5 million partnerships in the United States but that there are nine million privately owned businesses in the country.

In Westchester County, he said, there are 39 employers of more than 500 while there are 450 firms with 50 or fewer employees.

"The OPC has to look to the smaller employers who have unique problems and needs," said Rooney.

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ALMACA Officer Nominations Open

The Nominating Committee for the 1978 ALMACA election has been appointed and is looking for nominations by June 1.

Send nominations to ALMACA headquarters.

Nominating Committee members are:

Chairman Jack W. Campbell, Director Employee Assistance Program, Reynolds Metals Company, Richmond, Va.

Dr. John C. Clarno, Corporate Coordinator, Special Health Services, Caterpillar Tractor Company, Peoria, Ill.

Jack Hennessey, Director, International Longshoremen's Association Alcoholism Program, New York City.

Judy Arnold, Executive Director, Red River Regional Council on Alcoholism, Texarkana, Texas.

Adolph J. Sullivan, Coordinator-Special Health Services, Medical Department, Standard Oil of California, San Francisco.

Gerard M. Rooney, Director, Occupational Program Division, Westchester Council on Alcoholism, White Plains, N.Y.

Here is the relevant part of the By-laws affecting elections.

Section 6.

The Nominating Committee will accept nominations for office when petitioned by at least ten (10) voting members of the Association provided such petition is submitted to the Nominating Committee at least four (4) months prior to the annual business meeting.

The deadline this year is June 1 because the business meeting is scheduled for October 1, prior to the Annual Meeting which opens October 3.

Mark Your Calendar

SEVENTH ANNUAL ALMACA MEETING

October 3-6
San Francisco

Watch for your advance registration forms — To be mailed to members in late May.

Counselor Credentialing Closer

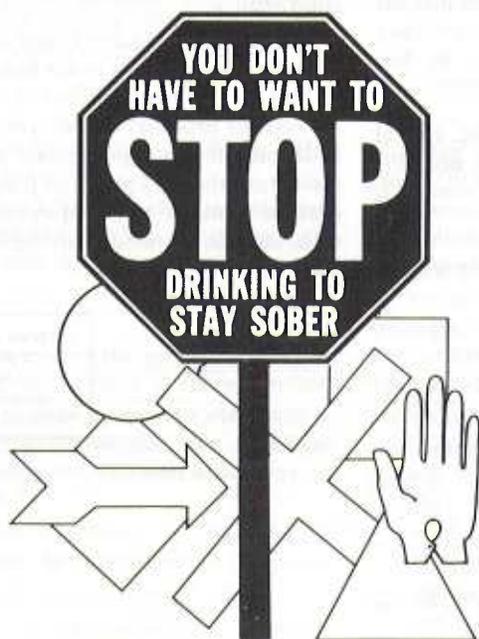
Operation of a National Commission on Credentialing of Alcoholism Counselors (NCC) is a step closer to reality with the award of a NIAAA contract to support initial planning and organization.

The \$10,000 six-month contract was awarded to Charles Sapp, Executive Director of the Eastern Area Alcohol Education and Training Program (EAAETP), to provide technical assistance necessary to get the newly-incorporated organization up and operating.

Under the contract, awarded at the request of the NCC, Sapp is to conduct a feasibility study of the plan developed by the NIAAA-supported panel headed by Dr. Kenneth Finger (ALMACAN February, 1978), develop a three-year action plan, including annual budgets, and a timetable for implementation.

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Men, Women Different Does OA Field Know?

Alcoholism programs, from case finding to treatment, often forget the not-so-startling fact that women are different from men, says Dr. Harrison M. Trice, the Cornell University sociologist well known for his studies in the OA field.

Trice reported informally at the March meeting of the Ad Hoc Forum on research about women workers he is conducting with Prof. Janice M. Beyer, of the School of Management at the State University of New York (Buffalo).

The research started about five years ago when he noted that the occupational field was "super male oriented" with such strategies as confrontation and early identification targeted primarily on men.

The professor in the New York State School of Industrial and Labor Relations noted that women, while still sharply separated from males in the labor market, are an increasingly important factor.

Twenty-six unions, he said, are now more than 50 percent women, including the International Ladies Garment Workers Union with 800,000 women.

"Career patterns for men and women are different," he said, "those of men tend to be uninterrupted while women come and go in the labor market. This intermittent pattern has implications for occupational alcoholism programming."

There is "very compelling evidence" to question the assumption that male and female alcoholism are the same, Trice said. For example, women tend to have two basic cultural concerns, familial and employment, while men focus more on careers; women are more secretive about heavy drinking; they

are more often multiple drug users; are more stigmatized; show more affective disorders such as depression and are ill more often, but live longer than men.

The effect of such patterns and reactions brought by women to the job market should be weighed well in advance of the mid-1980s when one out of every two workers is expected to be a woman, Trice said.

Trice, who emphasized that he was reporting on early findings and not drawing conclusions at this point, said that while more solid data is needed, there is a great deal of information about women, work and alcohol available to be sought out.

Dr. Dale Masi, of the Boston College Graduate School of Social Work and an ALMACA Board Member, said that the field should be "tuned into" the women's movement because it affects women in the workplace.

Increasing numbers of women, she said, are motivated to join the work force and are helped by affirmative action programs, more are becoming executives and they continue to be subject to sexual harassment. As a result, Masi said, women find themselves in situations of stress and this "brings a whole new dimension" to be considered by the occupational field.

Trice said that as more women move into management, medicine and academia, traditionally male-dominated fields, the result is increased stress. (He noted that his colleague Beyer is the only female member of the School of Management at her University.)

Masi said that because of the special problems of women at work, the need for female counselors is "critical" for women in treatment.

And, she said, the fact that many women

(and children) are victims of alcoholism rather than alcoholics themselves should be weighed in planning and conducting programs.

The Ad Hoc Forum is an informal discussion group open to those interested in alcoholism. The March meeting was held at the National Clearinghouse for Alcohol Information.

OA Specialist At NCALI

Marcia Markowitz is the new Occupational Specialist to contact at the National Clearinghouse for Alcohol Information. She replaces Jeanne Andrews who resigned.

Ms. Markowitz says the Clearinghouse now has an updated directory of Occupational Program Consultants for the asking.

For that and other OA information contact her at: NCALI, P.O. Box 2345, Rockville, Maryland 20852. Telephone 301/948-4450.

AUTONOMY

(Continued from page 1)

that each Institute conduct its own affairs.

Klerman told the March 20 meeting that, although Califano has approved the reorganization idea, a formal plan will be submitted to the Secretary after discussion with Congress and the alcoholism constituency.

NCA President Luther Cloud summed up much of the sentiment at the meeting when he told Klerman "we are most disappointed that such a proposal has been developed in isolation after so many private and public assurances that any policy or programming changes would be preceded by consultation with, and the knowledge of, the alcoholism field."



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