

THE ALMACAN

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House Passes Barnes-Hansen Resolution Creating "National Drunk and Drugged Driving Awareness Week"

The campaign to heighten public awareness about the life-threatening consequences of intoxicated driving received a major boost when the House of Representatives approved a resolution establishing the week of December 12-18, 1982, as "National Drunk and Drugged Driving Awareness Week."

The resolution was sponsored by Congressmen Michael D. Barnes (D-MD) and James V. Hansen (R-UT).

Barnes and Hansen, both members of the Presidential Commission on Drunk Driving, said passage of their resolution will help mobilize the nation's leaders—at all levels of government—including the President, members of Congress, governors, mayors, and other local officials—in cooperation with private and volunteer groups, to alert the American public during the festive holiday season to the lethal dangers of combining alcohol, drugs, and driving.

Drunk driving kills over 25,000 people annually, seriously injuring 650,000 others, and creating economic costs surpassing \$24 billion last year alone. While only one of every 2,000 drunk drivers currently is caught, and the chance of conviction is slim, an American is killed every 23 minutes due to drunk driving.

Barnes, a chief sponsor of a bill passed by the House unanimously, encouraging states to crack down effectively against drunk driving, said that "the drunk driving tragedy has moved from the back page obituaries to the front pages of major national newspapers and magazines and to prime time television." Barnes added that "an awareness week will help assure that this tremendous momentum that has built up nationwide does not slip away as society turns to other pressing problems."

Hansen observed that "the American public generally is unaware of the tragic reality of the daily death and destruction caused by intoxicated drivers." Hansen said that "an awareness week, marked by massive news media attention and initiatives ignited at all levels of government, with the support of citizen groups like MADD (Mothers Against Drunk Drivers) and RID (Remove Intoxicated Drivers), can prevent needless tragedies on the nation's highways."

The Senate has adopted identical legislation. Upon passage of the resolution, President Reagan is now called on to issue a proclamation urging citizens to observe the week with appropriate activities. □

Election Results

The certified public accounting firm of Sullivan and Company has released the names of the winners of the 1982 ALMACA election for national officers. The exact figures for each contest will be announced at the Annual Meeting in Philadelphia. The winners and national officers for 1982-84 are:

President — **Thomas P. O'Connor**, Administrator of Rehabilitation Services, Boston Edison Company.

Vice President/Operations — **Jack Hennessy**, Alcoholism Program Director, International Longshoreman's Association.

Vice President/Administration — **Betty Reddy**, Occupational Alcoholism Specialist, Lutheran Alcoholism Treatment Center.

Secretary — **Dick Stanford**, Workers Assistance Program of Texas.

Treasurer — **Jennifer L. Farmer**, Employee Assistance Programs, Inc, Boulder, Colorado.

International Region Representative — **Robert P. Frederick**, Xerox Corporation.

Western Region Representative — **Ida J. Ballasiotes**, Seattle First National Bank.

Central Region Representative — **Gary Fair**, Bethany Medical Center.

Southern Region Representative — **Suzanne E. Hallenberg**, Union Carbide Corporation.

Eastern Region Representative — **William H. Yost**, Onondaga Council on Alcoholism, Syracuse, N.Y. □

Membership Criteria To Undergo Review

All members of ALMACA are invited to a special meeting of the Membership Committee during the 11th ALMACA Annual Meeting in Philadelphia. This meeting will be chaired by Michael O'Brien of the Westchester Council on Alcoholism in White Plains, NY, who is chairman of the ALMACA Membership Committee. He will be presenting a report to the ALMACA Board on Friday, November 5. This meeting is the opportunity for all members to make known their views on the criteria for membership in ALMACA. The meeting is scheduled to begin Wednesday, November 3, at 8:30 p.m. in the Constitution Room of the Philadelphia Centre Hotel.

Mid-Appalachian Chapter Holds 1st Annual Conference

The first annual conference of the Mid-Appalachian Chapter held May 27 and 28 at the West Virginia Medical Center in Charleston, WV, was an unqualified success. The theme of the conference—"Alcoholism: The Family and the Workplace"—attracted 65 participants from various backgrounds, including labor and management EAP representatives, staff from area alcohol treatment units and mental health centers, private therapists, consultants, and University faculty.

The highlight of the two-day conference was a dynamic didactic/experiential presentation by Sharon Wegscheider. Sharon, a noted trainer and author in the field of chemical dependency, spoke on the family disease concept of alcoholism.

Two other workshops offered at the conference were (1) Training: Steward/Supervisor Job Performance Intervention, presented by James Francis of Owens Corning's employee assistance program, and (2) Differential Diagnosis: Assessment and Referral Skills, led

by several Mid-Appalachian Chapter members. The facilitators were Marjorie Kimmell, C.A.C., Washington County Council on Alcoholism, Marietta, Ohio; Frederick Donovan, Psy.D., Shawnee Hills Mental Health Center, Charleston, West Virginia; Ken Holland, Elkem Metals, Marietta; and P. Keith Lambert, C.A.C., Employee Assistance Program, Union Carbide, Charleston.

The featured dinner speakers were three individuals who told their "family's story" of the impact of alcoholism. Following a morning workshop session, the conference concluded on the afternoon of the 28th with a film series that previewed new releases in the field of alcoholism and other chemical dependency.

Special thanks are due to Chapter President Suzanne Hallenberg, C.A.C., who served as the driving force and chief planner for the conference. With the success of the first annual conference behind them, chapter members are confidently looking forward to the second annual conference. □

Executive's Comment

By Tom Delaney
ALMACA Executive Director

The national by-laws of ALMACA provide the rules by which the organization operates. Each new member of ALMACA receives a copy of these by-laws. This means that some members received their copy several years ago. They may not have looked at them lately. Since I had several questions about the by-laws recently, I decided that it was worthwhile to discuss them in a column.

ALMACA is a non-profit organization incorporated under the laws of the State of Wisconsin. Why Wisconsin? Because Jim Ray was heavily involved in getting ALMACA off the ground in 1972 and he was living in Wisconsin. So the legal basis for the by-laws are the laws of Wisconsin. As our attorney, Bill Carnahan, has explained to me, this means that if he has to advise us on a legal question involving the by-laws, he has to review Wisconsin law.

Our by-laws are 12 pages long. The document covers such diverse topics as the purpose of ALMACA, the types of membership, the officers with their duties and terms of office, the powers and duties of the Board of Directors, the description of each region and provisions for establishing chapters. The last sections describe the procedure for amending the by-laws.

One of the standing committees of ALMACA is the By-Laws Committee. The chairperson of the By-Laws Committee is the ALMACA Parliamentarian. The importance of this job has been demonstrated by the fine work that the present chairperson, Tom Pasco, has done in advising Ed Small on parliamentary procedures at the Board meetings.

The by-laws establish five categories of membership; i.e., individual, associate, honorary, organizational, and student. Article III, Section 1 of the by-laws specifies that persons with individual membership are entitled to vote on ALMACA business and that persons holding any of the other four categories of membership may not vote. Since "individual membership shall be open to all persons employed in the field of occupational alcoholism," this means that control of the organization lies with people working in the occupational alcoholism field.

Article IX provides that chapter membership and voting rights shall be the same as those established in Article III. This means that only individual members of the National may vote in chapter matters. It also provides that local chapters may develop their own by-laws, which must not be inconsistent with National by-laws, and that chapter by-laws must be submitted to the National Board. The general rule for local chapters is stated in Section 1 of Article IX, which states that local chapters are authorized by ALMACA.

The by-laws are not the everyday reading material for people in the occupational alcoholism field. However, you might find it interesting to browse over them sometime. They say a lot about the organization and explain

many ALMACA actions. More importantly, however, the by-laws provide a framework for future directions and actions of ALMACA. If something is proposed which the by-laws prohibit, it does not mean that it cannot be done. It just means that a by-law amendment is needed first. Fortunately, by-law amendments are not easily accomplished. It takes a majority vote of voting members. I say fortunate because if the proposal is something that the writers of by-laws thought ALMACA should not do, then there was probably a good reason. The amendment procedures build in a time to pause and consider whether one day's proposal seems good to a majority of members after it is thoroughly considered. □

President's Comment

By Ed Small
ALMACA President

This will be my last column as President of our Association. I have always heard that as you get older, time has a way of slipping by and God knows, the last two years are a prime example of that for me. I feel as if I were elected to this responsibility two months ago instead of two years ago. I will be passing the gavel on to the new President-elect in Philadelphia at our national conference and I can only hope that this service opportunity will be as meaningful to him and the new Board as it was to me and the outgoing Board. I am sure it will be.

Another thing that I am sure of is that some of the types of things the old Board had to deal with will be recycled and reconsidered and that once again the group conscience in our Association will prevail and tell the membership which decisions are the correct ones for us. As long as experienced leadership keeps coming along, we will be able to work with the occasional ego that speaks loudly to us and tells us what to do for them instead of what to do for our profession and our Association.

Our Association will be discussing things such as the membership question for another two to three years. The current Membership Committee is drawing up a plan which, when implemented, over a 12-month period of time will resolve most of the questions. As a constituency we are not patient with that sort of timetable. We are much more prone to think of simplistic solutions in a memo form that will satisfy everyone. Of course, in this instance, that type of solution will end up satisfying nobody. Business-like incremental changes will bring about a solid feeling of the right people having the voting power in ALMACA.

The voting power has been something that some industrial program managers have quizzed me on constantly. Although most of the questioners have a very great interest indeed in the type of treatment that their employees receive, many of them feel strongly that an ALMACA meeting is not the right place for these types of discussions to occur. Oddly enough, some of our most active treatment associate members agree completely. Many of our associate members have told me in the

strongest possible language that if ALMACA lost the industrial focus that gives it its unique value, they would no longer have a need for any type of membership. In spite of heated discussions on occasion, every time the Board or the full membership votes on this issue, the vast majority of people comes down firmly on the side of keeping individual voting membership in our Association in the hands of labor-management administrators and consultants on alcoholism.

The ALMACA Board will continue to reflect the different disciplines from which many of us come. If it weren't for a highly motivated Board in the last two years, I would have found it extremely difficult to view our Association as the success it now is.

Right along with that Board and the chapter presidents, I must thank our National office staff. Tom Delaney, our Executive Director, has more than fulfilled the hopes I had for his professional management skill when I appointed him Executive Director two years ago. His quiet administrative skill and political savvy have made my job much easier. Judith Evans, our Associate Director, was an exquisite surprise to me when I took over as President. She is so often behind the scenes coordinating events such as our national conference and supervising the staff (Wes Sanchez, Debra Bradley, and Patricia Meyers) that I hadn't worked directly with her before. Her dedication and her knowledge of ALMACA have been very valuable to me.

It is a small staff at our National office, but an excellent one. "Never has so much been done for so many by so few." (Where have I heard that before?)

I wish the best of luck to the new President and the new Board members and I will try my best to express opinions about our Association in the future only when asked. However, I am still young enough to think of myself as a member of a changing and growing organization and I hope to continue to change and grow with it.

Please accept my sincere gratitude to all of you for your support in the last two years. I pray that we continue to be together and grow together for a long time to come.

Goodbye. □



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NB Sees Big Gains for Provincial EAPs in Last Three Years

By John Carroll
Reprinted From
The ARF Journal

In three years employee assistance programs (EAPs) have increased their coverage from less than 1 percent of New Brunswick's occupational community to 11 percent. And it's estimated that within a year the total will double.

The increase is the result of efforts by the EAP division of the New Brunswick Alcohol and Drug Dependency Commission (ADDC). The division is under the guidance of provincial director of EAPs, Wayne Weagle.

In operation since early 1979, and with a staff now of four, the division has increased EAP participation from 1,500 employees in the pre-division days to a current 30 companies and unions which have officially adopted EAP policies, and had supervisors and shop stewards undergo training. Thus 27,000 or 11 percent of the 234,000 employed workers in the province have access to EAP counselling.

Mr. Weagle told *The Journal* that a further 32 companies and organizations are working with the division, in stages ranging from preliminary, promotional meetings through to the end-game of writing official operational EAP policies.

He estimates that if most of these contacts develop into actual programs, another 26,000 members of the occupational community will be covered.

Weagle says what is noticeable is the acceleration in pace, and the change of outlook, with respect to EAP. Initially, the division had to do its own missionary work by going to companies and unions. But the pace has picked up so that as much progress is anticipated in the next year as has been achieved in the past three years.

"Now the companies and unions are coming to the ADDC, rather than us going to them," says Weagle, adding that the division

wants 30 percent to 35 percent of the occupational community to participate by 1984.

The rapid development of EAPs has had what he terms "a good, a significant impact on our treatment centers." Both inpatient and outpatient referrals by companies with EAPs had impressed treatment center staff, he says.

"These people tend to be quite highly motivated and respond more readily to treatment. The staff are impressed by this motivation and by the rehabilitation rate. The North American average of a recovery rate of 70 percent to 80 percent is being consistently met.

The acceptance of the division's mission has resulted in the staff "working flat out," says Weagle. He has under his direction three staff consultants, one in each of Moncton, Fredericton, and Saint John. The division operates on a budget of approximately \$100,000.

Weagle hopes to see early development of assessment and referral services throughout the province. The EAP concept is broadly-based, and such services could assist in determining, accurately, the problem from which a worker may be suffering, and ensuring channelling to the correct treatment.

In the long-run, he hopes financing for these centres will come from business and labor, although in the near-term, federal funding may be sought.

Weagle says EAP division priorities are:

- Proliferation of EAPs throughout the NB occupational community;

- Establishment of refresher courses for firms with EAP policies in place. These would involve courses designed to identify strengths and weaknesses of existing programs and to meet, more adequately, future needs;

- Development of a Program Planning Resource Guide for joint management-union EAP committees, to maintain momentum, keep

interest and exposure at high initial levels, and counter the waning of interest that often sets in several months after a program has been established; and,

- Continuing support for the newly-formed NB Association of Employee Assistance Programs, a voluntary group of labor and management representatives from about 25 companies, whose purpose is to share ideas, upgrade understanding, and promote a common interest in EAPs. □

ADPA to Conduct Educational Campaign for Working Women

The Alcohol and Drug Problems Association has received financial support to develop an educational campaign directed at working women. The campaign, funded by the Licensed Beverage Information Council, will develop and widely disseminate two pamphlets designed to alert working women to the dangers of abusive drinking and alcoholism, and to the fact that alcoholism is an illness which is treatable.

To help operate the campaign effectively, ADPA has established the National Alcoholism Educational Project, which will focus its activities and resources on this initial effort and related efforts in the future.

In addition, a National Advisory Committee has been formed to provide input and guidance during the campaign. The Committee is composed of a broad cross section of women who are members of the association.

Margaret Clay, Ph.D., an ADPA board member from Michigan, will chair the committee. Other members of the committee include Pat Bates (NV), Judy Brady (UT), Maureen Carroll (DC), Patty Cook (MD), Ann Crowley (RI), Becky Davis (TX), Barbara Eisenstadt (TN), Ruth Eng (IN), Kay Hardin (TX), Barbara Hill (DC), Olive Jacob (NY), Jan Johnson (MN), Mary Kidd (DC), Connie Miller (NC), Carol O'Brien (VA), Barbara Skorney (OR), Barbara Stevenson (MD), Eve Taylor (NY), Randy Taylor (MD), and Ann Webster (MA).

An informal review group will also assist in the campaign. □

Agenda for Annual Business Meeting

In accordance with the requirements of the by-laws of the Association of Labor-Management Administrators and Consultants on Alcoholism, Inc., the executive director has established the following agenda for the 1982 annual business meeting. This meeting will be held on Tuesday, November 2, 1982, at the Philadelphia Centre Hotel from 3:30 p.m. until 5:30 p.m. The meeting will be chaired by the president of ALMACA.

1. Call to Order — Edward Small, President.
2. Approval of Minutes of Previous Meeting.
3. Treasurer's Report — Peer Fossen, Treasurer.
4. Administration Report — Betty Reddy, Vice President.
5. Operations Report — Thomas O'Connor, Vice President.
6. Reports of Regional Vice Presidents.
7. Executive Director's Report — Thomas Delaney.
8. President's Report — Edward Small.
9. Other Business.
10. Adjourn. □

Consultants Committee Hosts Presnall Seminar

The ALMACA Consultants Committee is hosting an evening seminar with Lew Presnall during the 11th ALMACA Annual Meeting. Lew will be presenting on a range of topics including: consultation standards and practices; ethics; the responsibilities of a consultant; and other issues. Lew will also respond to any issues you may wish to discuss with him. If you earn your living by consulting, you owe it to yourself to attend this seminar. The seminar will take place Wednesday evening, November 3, 1982, from 6:30 p.m. to 8:30 p.m. at the Philadelphia Centre Hotel in the "76" Room.

Lew's professional contributions span 30 years. He was a member of the industrial relations staff at Kennecott Corporation in the early '50s. He developed and was the first director of the NCA Labor-Management Services. Lew also was corporate director of rehabilitation services for the Kemper Group and has taught at 46 university summer schools. In 1976, Lew was awarded a Life Membership in ALMACA and he will be honored at the 1982 Annual Meeting with the OPCA Recognition Award.

NCA Calls For Abstracts

The National Council on Alcoholism has issued a call for abstracts for the National Alcoholism Forum, to be held April 14-17, 1983 at the Hyatt Regency Hotel in Houston, Texas. The theme of the coming Forum is "Marketing the Message." Abstracts are requested with emphasis on the following areas: Advocacy; Alcohol & Traffic Safety; Community Outreach; Fund Raising; Innovative Social Research; Labor-Management Programs; Nursing; Prevention and Education; Public Information; and Voluntarism. Abstracts should be of 300 words or less and should be typewritten on one sheet of 8½" x 11" paper. Send 10 copies.

Abstracts should be of current interest to the field and should not have been previously published or presented at a national meeting.

The deadline for receipt of abstracts is November 1, 1982.

Abstracts for the Forum's Medical-Scientific Conference, jointly conducted by the National Council on Alcoholism, the American Medical Society on Alcoholism (AMSA), and the Research Society on Alcoholism (RSA) are also required, and must be submitted by or sponsored by members of AMSA and/or RSA. Abstracts submitted for the Medical-Scientific Conference require special abstract forms and there is a separate review process.

The deadline for receipt of Medical-Scientific Conference abstracts is December 1, 1982. All abstracts submitted will be published in the winter issue of "Alcoholism: Clinical and Experimental Research". There is a publication fee of \$30 and a check for this amount must accompany each abstract.

For information and Medical-Scientific abstract forms, write to: Louisa Macpherson, Forum Coordinator, National Council on Alcoholism, 733 Third Avenue, Suite 1405, New York, New York 10017. □

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ALMACAN Profile

Suzanne E. Hallenberg is the new regional representative for the Southern Region of ALMACA. Ms. Hallenberg, who has 10 years' experience in the chemical dependency field, is the Employee Assistance Program Supervisor for the Union Carbide Company facilities in West Virginia's Kanawha Valley. She is based in South Charleston and is a charter member and current president of the Mid-Appalachian Chapter of ALMACA. A graduate of the University of Minnesota, she is also a charter member and current Treasurer of the West Virginia Association of Alcohol and Drug Abuse Counsellors, Inc., and a Certified Addiction Counselor in West Virginia.

In a handbill to the ALMACA voting members in the Southern Region, Ms. Hallenberg made the following statement:

"To do the most effective job we can in reaching ALMACA objectives, our Southern Region needs to be pulled together into a more cohesive communications network.

"Through a better and more cohesive communications network, we in the Association can find the support we, ourselves, need to continue the educational process; and to promote awareness of the disease of alcoholism and how it affects jobs, the people we work with, our community, families, and the alcoholic.

"Through our ALMACA network, we can insure the quality of services and build solid foundations by implementing in industry 'standards' for employee alcoholism (and/or) assistance programs.

"I have the background and the commitment in our field, and look forward to developing the Southern Region and being responsive to the needs of you all while pulling together our Southern states." □

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