

THE ALMACAN

Vol. No. 12, Issue 12



Published monthly by Association of Labor-Management Administrators and Consultants on Alcoholism



December 1982

11th ALMACA Annual Meeting Evaluated

By Tom Delaney
Executive Director
ALMACA

When the ALMACA staff left for the 11th ALMACA Annual Meeting in Philadelphia, we knew that we had the makings of a successful conference. Judith Evans, Debra Bradley, Pat Meyers, and Wes Sanchez worked right up through Sunday morning preparing over 1,200 registration portfolios, with 19 inserts. I know that it was an attractive package that would demonstrate to our members that the Annual Meeting is truly a prestigious national convention of business and labor professionals. The fact that we had sold out the exhibit space and that the pre-registration had topped 800 for the first time, were other indications that we were going into the Annual Meeting with a possibility of a most successful conference.

By the time we left Philadelphia the following Saturday, we realized that the conference had been a success beyond our wildest expectations. I believe that this is just one more indication of the great strides that the occupational alcoholism field has made in recent years. Although the numbers are there to show that it was a quantitative success (the registration broke the 1,000 barrier for the first time and actually was about 200 over that), the quality was what really convinced me that we had a winner.

I want to say something about the plenary

speakers because they not only set the tone for the meeting but also a challenge for the future. These were no lightweights. We had the Chairman of the American Can Company, the Postmaster General of the United States, the Chairman and Chief Executive Officer of Conrail, and the Director of the White House Office of Drug Abuse Policy. These are all influential people in American industry. They all spoke knowledgeably and forcefully about the achievements and potentials of employee assistance programs. The speeches by Bill Woodside and Stanley Crane should be must reading for anyone in our field. They were printed in last month's *ALMACAN*.

Due to decisions that were made four and five years ago, this conference was held over election day. This made it impossible for us to have a nationally recognized labor leader as a plenary speaker. The Annual Meeting will not be held in the future over election day and I expect that this will enable a national labor leader to address future meetings. However, labor was well represented at the meeting. Many ALMACANS from labor have commented to me that they fully feel a part of ALMACA over the last two years and are confident that labor will continue to fully participate in ALMACA. Certainly, we all owe a debt of thanks to Jack Hennessy of the

International Longshoremen's Association and Tom Pasco of the United Auto Workers, the out-going and in-coming chairs of the ALMACA labor committee respectively, for guiding all ALMACANS toward achieving a productive place in ALMACA for labor. Special recognition on this score should also be given to our old and new presidents, Ed Small and Tom O'Connor, who are fully supportive of the labor-management cooperation in ALMACA.

The manner in which the leadership of ALMACA was passed on in Philadelphia was another aspect of a successful Annual Meeting. In the same classy manner in which he provided leadership and an example to all of us during the past two years, Ed Small gracefully stepped down from the Presidency. The alcoholism field will certainly hear more from him but he knew that it was vital at this juncture to demonstrate to the membership that ALMACA is a national organization with continuity and vitality that transcends one administration and is now a permanent force. It was equally gratifying to see Tom O'Connor step forth and forcefully outline his plans for ALMACA over the next two years. His speech, too, was printed in last month's issue of the *ALMACAN*. It is worth citing his major goals. They are, to reach out to other professional organizations, and to develop a means for ALMACA to get across our message through participation in other conferences, and the development of chapter-level cooperative efforts with local chambers of commerce and central labor organizations.

The national staff is already planning for the 1983 Annual Meeting in Minneapolis and the 1984 Annual Meeting in Denver. We are fortunate to have an associate director with the convention management skills Judith Evans has. She has met with hotel and chapter people in Minneapolis already and will be back there frequently to see if we can top Philadelphia. With the growth of this field and the tremendous national enthusiasm, each year's ALMACA Annual Meeting should be the national event in the field.

There is one very sad note about this meeting. The Secretary-Treasurer of the New York City ALMACA Chapter, Jim Garvin of Union Carbide, passed away on November 11. Jim was at the 11th Annual Meeting and was a panelist at one of our workshops. I had a chance to chat with him for a few minutes between sessions. We will all miss Jim and on behalf of all of his friends in ALMACA, I extend our heartfelt sympathy to his family and colleagues. □

Central Region ALMACA Conference Shaping Up

The Central Region ALMACA Conference, scheduled for April 10 and 11 in Akron, Ohio, is beginning to take shape.

It will get under way with special interest caucuses slated to begin at 1:30 p.m. April 10. Meetings will include the Industrial Nurses and Physicians Caucus, the Labor Caucus, the Newspaper Program Caucus, the Personnel Managers and Administrators Caucus, and the Womens Caucus.

The tentative program for the rest of the 10th and for Monday, April 11, is taking shape. It includes:

"EAP Leadership Training" with moderator Jim Rameyer, Dow Chemical, Midland, Michigan, and presenters Jeanne Sullivan, President, Industrial Alcoholism Institute, Chicago, Illinois, and Gary Fair, EAP Consultant, Bethany Medical Center, Kansas City, Kansas; "EAPs in the Brewing and Distilling Industry" with presenters David Redfield, Miller Brewing Co.,

Milwaukee, Wisconsin, Lawrence McCauley, Anheuser-Busch, St. Louis, Missouri, and Robert Inskeep, Stroh Brewing Co., Detroit, Michigan; "The Roots and Early Days of ALMACA" with coordinator Ed Johnson, Firestone Tire & Rubber Co., Akron, Ohio; and the keynote address by Congressman John F. Seiberling, whose mother introduced Dr. Bob and Bill W. to launch Alcoholics Anonymous. There will be a reception hosted by Dagmar Celeste, wife of the Governor of Ohio.

The tentative program for Monday, April 11, includes: "EAPs in the Banking Industry" with moderator/presenter Patrick Foss, Deluxe Check, Shoreview, Minnesota, and presenters Don Baran, Royal Bank of Canada, Montreal, and Tim Conway, National City Bank, Cleveland, Ohio; "Labor Union-Operated Programs" with moderator Chuck Blodgett, URW, Dayton, Ohio and presenters Maurice Cum-

(See CENTRAL, p. 2)

LETTERS to the Editor

To The Editor:

In the September '82 issue of the *ALMACAN* Tom Delaney questioned what ALMACA can do to promote the utilization of the experience of ALMACA's consultant and administrator members by those who wish to develop new and effective EAPs. Tom suggested that ALMACA facilitate this by promoting program standards and emphasizing that ALMACA is the place to find the experts.

The issue Tom raised is on the minds of every consultant member of the Association. Many newcomers join ALMACA with the hope that their skills (and businesses) will receive exactly such exposure and utilization. Indeed, one of the functions of a professional association is the identification, by membership, of practitioners of that particular profession. The challenge facing ALMACA will be to develop an equitable process by which to respond to requests for such expertise and experience.

Using the information already available on membership applications, ALMACA can identify its consultant members. These names could be provided in response to requests for guidance and consultation. This could be accomplished by the preparation of a separate consultant directory, or by simply identifying in some manner those in the regular membership directory who are consultants. This would further enhance the value of the ALMACA Membership Directory.

As is the case with any professional association, this would not imply blanket endorsement of the listed consultants by the Association. It would, however, say that the consultant had met the Association's qualifications for membership and that the consultants were subject to the Association's standards of conduct. Anything more significant than that would require a more sophisticated review process conducted by the Consultant's Committee.

If my comments generate ideas for others, I am interested in hearing from them. Please write or call me.

/s/ Jim Roth, Chairman
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To the Editor:

I would like to thank all ALMACANS who voted in the recent election for the Eastern Region's Representative of ALMACA. I believe that member participation and involvement are the keys to our continued growth and success. During my term of office, I hope to continue this tradition of participation and do my best to represent our region to the best of my ability.

/s/William H. Yost
Eastern Regional Representative

CENTRAL (From page 1)

mings, United Labor Membership Assistance Program, Kansas City, Missouri and Robert Mueller, Local 838, UAW, Waterloo, Iowa; "Women's Issues in EAPs" with moderator Sally Lipscomb, Interventions, Inc., Chicago, Illinois, and presenters Robin Milstead, Zanesville, Ohio, Linda Dudda, Michigan Bell, Detroit, Michigan, and reactor Mary Morin, Catholic Community Services, Consultant to NCA of Michigan, Lansing, Michigan; "EAPs for Dispersed Populations" with moderator/presenter Darrell Sorenson, Union Pacific RR, Omaha, Nebraska, and presenters Ken Majcan, Ernst & Whinney, Cleveland, Ohio, John Walsh, Finger Lakes Alcoholism Counseling and Referral Agency, Clifford Springs, New York, and reactors Bill Wick, Chessie System, Huntington, West Virginia, and Jack Mangan, Chessie System, Cincinnati, Ohio; "Casefinding" with presenters Tom Matlas and members of the Detroit ALMACA Chapter; and "Stress Management" with moderator Glenn E. Roderrick, Human Affairs, Inc., Cleveland, Ohio, and presenter Diane Olsen, Dor & Associates, Minneapolis, Minnesota, and reactor Deborah Comstock, Multi-Resource Corp., and *EAP Digest*, Troy, Michigan.

The Monday afternoon program will feature a luncheon talk on "Building Central Region Identity" by Jim Wrich, United Airlines, Chicago, Illinois. Other planned afternoon activities include "OPC Training" with presenters Sandra Turner and Lenora Kola, Case-Western Reserve University, Cleveland, Ohio; "EAPs in the Armed Services" with moderator Frank Chivalette, Pro-Carb, Inc., Allenwood, Pennsylvania, and presenter Mrs. Gail McGinn, U.S. Army, Falls Church, Virginia; "EAPs for Teachers and Police" with moderator Maryann Gorski, SE Wisconsin Social & Medical Services, Milwaukee, Wisconsin, and presenters John Finnegan, Region XII Council on Alcoholism, Cleveland, Ohio, and Kenneth Wolf, M.D., Multi-Resource Corp., Southfield, Michigan; "Labor's Unique Role in EAPs" with moderator George Freeman, International Chemical Workers, Akron, Ohio, and presenter Bill Combs, International Machinists Union, San Francisco, California, and reactors Tom Pasco, UAW, Detroit, Michigan and Dick Stanford, United Labor Program, Austin, Texas; "Social Workers in Industrial EAPs" with moderator Patrick McCreery, Milwaukee Co., Wauwatosa, Wisconsin, and presenters Donald W. Cole, the American Association of Industrial Social Workers, Cleveland, Ohio, and William McAdams, ALCOA, Newburgh, Indiana, and reactor Jessie Bernstein, Detroit, Michigan; and "Performance Appraisal" with moderator Jim Kovach, ESSC, Akron, Ohio, and presenters Gary Koca, U.S. Office of Personnel Management, Chicago, Illinois, and Noel Eggebraaten, Kimberly-Clark, Mennah, Wisconsin.

The Monday night dinner will feature addresses by National ALMACA Officers, and a drawing for a scholarship to 1983 National ALMACA Annual Meeting in Minneapolis. □

Sherri Darlene Harrell Named to Top Ten Business Women of ABWA



Ms. Harrell

Sherri Darlene Harrell, Redwood City, Calif., has been named one of the American Business Women's Association's Top Ten Business Women of ABWA. The announcement was made at the opening session of ABWA's National Convention.

Miss Harrell is administrator of the employee assistance program for National Semiconductor Corporation, Santa Clara, California. Prior to joining the National Semiconductor Corporation staff a year-and-a-half ago, Miss Harrell was a deputy sheriff for the County of San Mateo. She also has been a probation officer in the Juvenile Investigations Division for the County of San Bernardino; and a research assistant for the U.S. Department of Agriculture, doing independent biochemical research.

In addition to her membership in ABWA, she serves on the program and education committees of the Association of Labor-Management Administrators and Consultants on Alcoholism, and on the advisory board for the Umbrella House in Sunnyvale. □



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

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President's Comment

By Tom O'Connor
ALMACA President

Last month the *ALMACAN* published the three-pronged approach we developed for our "Industry Outreach" Program, to encourage development of more EAP Programs throughout the country. This program consists of the following projects:

1. An ALMACA Symposium for the business community in available metropolitan areas, co-sponsored by the local ALMACA Chapter and the area Chamber of Commerce.
2. An ALMACA Speakers' Bureau to make presentations at appropriate industry meetings and conferences.
3. An ALMACA exhibit for display at industry meetings and conferences.

I am most pleased to report progress in all three areas. The Symposium Project under the direction of Ed Marchesini, Metropolitan Life Insurance Company, has received inquiries from six chapters who are interested in cooperating in the project. Ed is in the process of "polishing up" the Symposium Model; and he will be contacting all ALMACA Chapters within the next month, to provide all of the details, to distribute some samples of the programs, and to solicit additional project participants.

The "Speakers Bureau" project will be directed by our Immediate Past President, Ed Small of the *New York Times*. Ed will arrange for a professional-level, model presentation to be developed. Then he will be soliciting members throughout the fifty ALMACA Chapters, to coordinate this project in their local areas. This will involve two aspects — (1) volunteers to become members of the Speakers bureau, and to deliver the ALMACA message — and (2) contacts by our membership with industry organizations, to arrange for scheduling the ALMACA presentation at appropriate business meetings and conferences.

The third project, the development of an ALMACA exhibit, should be well under way by the time you read this column. A most generous grant of \$3,000 from the New York City chapter of ALMACA, has enabled us to begin this project immediately.

The President of the New York City Chapter,

Jeanne Conway of ITT, met with me in Philadelphia at our Annual Conference to discuss their concerns for the direction and needs of ALMACA for the next two years. When she returned home and discussed the matter with their Executive Committee, the grant was authorized. I am certain that all of ALMACA join with me in expressing our most sincere appreciation for this excellent expression of support from N.Y. City chapter.

All of these three projects will serve to clearly emphasize the most important function and role of the local ALMACA Chapter in the National planning effort. Without very close liaison and coordination, our combined potential for excellent progress will be strictly limited to the capacity of those directly involved. Accordingly, I wish at this time to reaffirm the commitment of my predecessor, Ed Small, to 100% cooperation and support of the National President and the National Office to the needs of every local ALMACA Chapter and individual member.

Executive Director Tom Delaney and I plan to alternate in keeping you updated through this column, on our "Industry Outreach" Program, and on all other association activities. We will be pleased to receive your comments and suggestions at any time. And in addition, if you have anything particular to offer or suggest pertaining to specific ALMACA projects, please be assured the directors will be pleased to hear from you personally. We expect to finalize all of the appointments to the new Board within 1-2 weeks, and will publish the complete listing in the next issue of the *ALMACAN*.

In closing, I wish to express my sincere gratitude and appreciation to you for the excellent national team you have elected to work for ALMACA with me during the next two years. Jennifer Farmer and Dick Stanford bring youth and vitality to the group, with more experience and maturity being contributed by Betty Reddy and Jack Hennessy. It is an excellent balance representing all ALMACA interests and perspectives. All of us pledge to devote our very best efforts in your behalf. Thanks again, very much. □

Every One Won!

By John Gorman
Conrail

Election Day in Philadelphia, November 2, 1982, was sunny and bright with temperature of 80 degrees. Although most of the political races were decided later in the day as votes were tallied, one race was decided by 2 p.m. that afternoon without the benefit of pollsters or network television projections. The first 10K (6.2 mile) race and fun run, held in conjunction with ALMACA's 11th Annual Meeting, was won by Jim O'Hair, National Clearinghouse for Alcohol Information, Washington, D.C., and Sue Isenberg, Lincoln Council on Alcohol and Drugs, Lincoln, Nebraska.

Following Jim and Sue across the finish line were 35 other ALMACAN's who either ran or walked all or part of a 6.2 mile course through Philadelphia's Fairmount Park, on a path that passed Boathouse Row between the Schuylkill River and the East River Drive.

Although every attempt was made to make the race go as smoothly as possible, this "first ever" event at an Annual Meeting was not without its "controversy". It seems that there was some confusion about where the runners were supposed to turn around to head back to the finish line. As a result, some ran a long 10K race and others ran a shorter version. At the finish line it didn't seem to matter since everyone who ran or walked agreed that it was a good time. Special thanks from all the runners and walkers in this year's race is extended to Dr. Michael Arcuri, Malvern Institute, who made himself available in the event any runner required medical attention (fortunately, no one did) and Fred, Wendy, and Kevin from the Philadelphia Running Center, who marked out the course and provided finishing times.

Proposed Process for Development Of ALMACA Directory of Trainers

By Gregory P. DeLapp, Administrator
Employee Assistance Program
Carpenter Technology Corporation
Reading, PA

I have been approached by 27 people during the past year with suggestions as to how to locate trainers for their employee assistance program staff, program development, outreach, public relations, confrontation techniques, and more. The need for a resource directory is not an end in itself, rather an issue to increase the level of interest in the many training oppor-

tunities available to the occupational alcoholism, employee assistance program practitioner.

It would seem prudent to recommend to the ALMACA board of directors that we undertake the development of a mechanism to identify needs, gather information, and publish a directory of trainers to assist ALMACANS with

O/A-EAP related training needs. Such a directory will be the responsibility of the Education and Training Committee and assume a time line of one year to date for publication.

The proposed process for the work is to:

- (1) Review existing data from surveys con-
(See TRAINERS, p. 4)

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- ducted by Education and Training Committee. Draw from the information appropriate areas and descriptions of training activities to be detailed in a glossary of terms.
- (2) Assign to each area of training a letter/number code.
 - (3) Develop a brief questionnaire to solicit ALMACA region where place of business is located, for name, address, background information, qualifications, experience in conducting training activities, areas of expertise, etc.
 - (4) Distribute glossary, codes, and questionnaire to Education and Training Committee members for review, comments, and revisions.
 - (5) Revised material will be distributed to the field as follows:
 - (a) Full-page reproduction (or supplement) of materials as part of *ALMACAN*.
 - (b) Copies of materials sent to all regional vice presidents and chapter presidents for distribution to their members.
 - (c) Copies of materials available from members of Education and Train-

ing Committee and ALMACA national office.

- (6) All completed questionnaires and other materials will be separated by region, processed, and placed in binders. The binders will be sent to designated members of the Education and Training Committee for final refinement and typing. When completed, all copies (binders) will be returned to me for compilation, elimination of duplicate listings, development of table of contents, and cross-referencing.
- (7) The information compiled will be sent to the ALMACA national office for printing, duplicating, and binding. A notice announcing the availability of the Directory will be run in the *ALMACAN*. The national office will distribute the Directory.
- (8) The process briefly described above can, with the assistance of all, be completed and ready for publication by late spring-early summer, 1983.

There are a number of issues inherent in the development of this Directory:

- (1) Are Directory listings to be limited to members of ALMACA or open to anyone in the human service training fields?

- (2) Are Directory listings people/organizations who conduct training as part of EAPs or people/organizations who conduct training for the development of EAP administrators, consultants, counselors, etc.? The choice is between education, in the first instance, and training in the second.
- (3) What consideration can and should be given to assuring some base of quality and competence among the trainers listed in the Directory?
- (4) What will the role of the national office be in allowing for computer time (if required), manpower, mailing lists, duplicating, and posting expenses?
- (5) What provisions should be made for updating and revising the Directory after publication?
- (6) Should there be a charge for the Directory? Should there be sponsors to help underwrite the costs of production?

I am open to suggestions.

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