

# THE ALMACAN

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## Exhibitors Flock to ALMACA Annual Meeting

Exhibitors in record numbers are planning to display their products and services at the 11th Annual Meeting of ALMACA in Philadelphia, PA, November 2-5.

As of now, more than 100 exhibitors have signed for booth space at the Philadelphia Centre Hotel. That compares with 78 exhibitors at last year's Annual Meeting in San Diego. In 1977, for the sake of long-term comparison, only 16 exhibitors appeared at the ALMACA Annual Meeting.

Exhibitors who have reserved space in Philadelphia include:

Addiction Research Foundation; Al-Anon Family Group Headquarters, Inc.; Alcoholics Anonymous; Arms Acres; Baptist Medical Center; Baton Rouge Chemical Dependency Units, Inc.; Beech Hill Hospital; Bethany Medical Center; Bowling Green Inn/Brandywine; Brattleboro Retreat; Charlotte Treatment Center; Charter Medical of Alabama Retreat Hospital; Chit Chat Foundation; Clearbrook, Inc.; and Custom Laboratories.

Delaware County Memorial Hospital; Eagle Hill Hospital; Edgehill Newport; Fairmount Insitute; Fenwick Hall, Inc.; FLI Learning Systems, Inc.; FMS Productions, Inc.; Fountain Lake Treatment Centers; Gateway Rehabilitation Center; Greenwich Hospital; Hampstead Hospital; Hazelden Foundation; Hiddenbrook; Heritage Institute; Horsham Clinic; Hospital Corporation of America; and Hyland Center.

Insight, Inc.; Koala Centers; LaHa-

cienda Treatment Center; Lakeland Institute; Lifemark Recovery Centers, Inc.; Livengrin Foundation, Inc.; Marworth; Melwood Farm; National Clearinghouse; National Council on Alcoholism; National Medical Enterprises; Navy alcohol and drug safety action programs; North Star Health Systems, Inc.; The Northwestern Corporation; and Norwood Hospital.

Parkside Medical Services; Parkview Centers, Inc.; Performance Resource Press, Inc.; Raleigh Hills Hospitals; G. Ravazzolo and Associates; The Recovery Center; Recovery, Inc.; Rush Hall ATP; Schick Shadel Hospitals; Seabrook House, Inc.; Sierra Royale Hospital; Sheppard and Enoch Pratt Hospital; Smithers Alcoholism Treatment and Training Center; Spoford Hall; St. Joseph Hospital; Syva Company; United Hospital; Valley Forge Medical Foundation; White Deer Run; and Wiltingway Hospital.

ALMACA itself will occupy three booths, one for information, one for fruit distribution, and one for Coke and popcorn distribution. Labor will be represented with a booth.

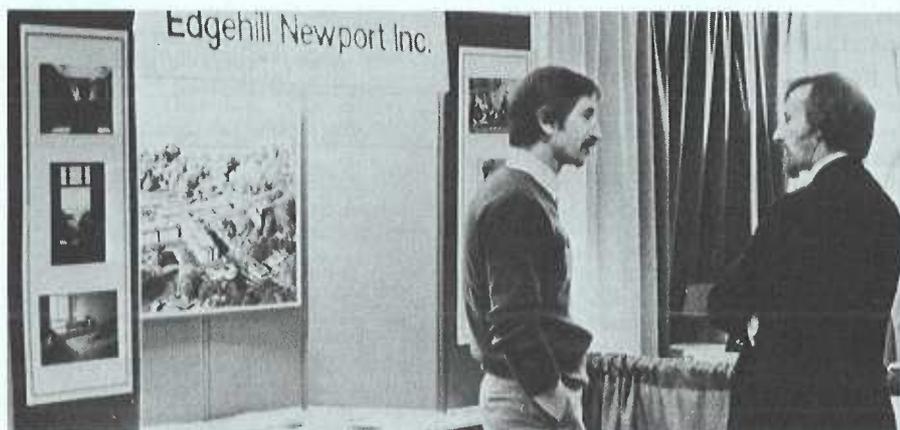
Other exhibitors include South Oaks, Euginia Hospital, Scripps Memorial Hospital, Prospect Hospital, the Johnson Institute, Eagleville, Warminister Hospital, Continental Corporation, Talbot House, Fair Oaks, Palm Beach Institute, Cape Cod Alcoholism Treatment and Rehabilitation Unit, Acorn, Psychiatric Institute, Serenity Lodge, and West New Jersey Hospital. □

## ALMACA to Pick New Leaders

September is voting month for ALMACA. The certified public accounting firm of Sullivan and Company will oversee the mailing out of the ballots during the week of August 30. Since the ballots will be sent by first class mail, all eligible voting members should receive their ballot in early September. This ballot has to have a return postmark of no later than October 5, 1982.

The nominating committee worked hard to develop a slate of candidates. These officers chosen by the membership will provide the leadership for ALMACA during the next two years. These will be important times for ALMACA and everyone connected with the occupational alcoholism field. Each voting member should carefully consider the choices and participants in the selection of our future leadership.

The complete listing of candidates was provided in the July issue of the ALMACAN. Each candidate is provided an opportunity to have one page of campaign literature distributed with the ballot. Since there is a spirited campaign for several of the positions, some candidates have mailed other campaign literature directly to the members. It has made for an exciting campaign. The results will be published in the October issue of the ALMACAN and the new officers installed at the 11th ALMACA Annual Meeting in Philadelphia in November.



The upcoming ALMACA Annual Meeting in Philadelphia is attracting a record number of exhibitors like Edgehill Newport, whose exhibit shown here was displayed at the ALMACA Fourth Annual Eastern Regional Conference. (Story separate on page 10-11.)

**PHILADELPHIA**  
**All For You in '82**

## President's Comment

by Ed Small  
ALMACA President

I received two letters 14 days apart that I would like to describe to you. The first was from one of our hardest working chapter presidents and it raised the issue of allowing everyone in ALMACA to be an individual voting member. The second was from a national board member and it objected to someone from a hospital being on the ballot in our upcoming national elections. Now, I assure you, both writers had a very legitimate viewpoint and made perfectly good sense, but without realizing it, both had raised a problem that defies an easy solution at this time.

We did have a solution and wrote it into our by-laws but that solution did not stop well meaning people from resurrecting the membership issue when they alternately wanted to befriend someone from treatment or castigate them. The solution is that if someone spends a substantial amount of their time running an EAP, they can obtain and retain individual voting membership; if they don't run a program but have a job-related interest in occupational alcoholism, then they are accepted as associate members. It's quite clear... right?

Apparently not.

It is apparent that people would rather agitate constantly to change the membership requirements than simply accept the way they are spelled out. The board is not against change. The board is required to follow the by-laws, however, and clearly our by-laws mandate us to keep the focus on voting membership for people who spend a substantial amount of their time running a program for employees who have alcoholism problems. We can intellectualize that word, 'substantial.' However, common sense really does tell us what that means if we put principles before personalities.

Personalities interest me this month. One of our best is running for office in the Fall and running unopposed. Our by-laws do not ask that we run two people on every line on the ballot, but they do for one of our vice presidential candidates. I am staying out of the upcoming election but I must admit why this particular candidate is unopposed. Nobody will run against him! The by-laws don't say what to do when someone is so popular that nobody will take them on. I called some people and asked them to run just so we could have another candidate and nobody would do it. Sometimes people won't run because of all the work involved, but this was a case of overwhelming popularity. I mention it because I am discussing by-laws this month and want to point out that although we try

to be letter perfect, it is impossible to be 100 percent technically correct 100 percent of the time.

We have spent a lot of time resolving internal problems in the last 20 months. It is time to spend time reaching out and starting programs in every work site in this country. We will still have to keep our house in order but let's begin more united outreach to industry and labor. The San Francisco chapter (our first ALMACA chapter) is in the lead in our field again. They have begun a committee to reach industry in the bay area in California. We will ask them to share their progress in these pages with all of us because this must be a major aim of ALMACA and should be a unifying interest in the years ahead.

We are in the lead now and even though we have differences . . . let's maintain that lead. □

## Executive's Comment

By Tom Delaney  
ALMACA Executive Director

There are probably no industries in the United States that have not felt the impact of the national economic problem. Since the economies of other industrialized countries seem to be suffering even more, it is probable that every employee assistance program has felt the impact, one way or another, of the economic problem. I am frequently asked what impact this economy is having on ALMACA and the occupational alcoholism field. Since the question comes up so often, I have taken notice of the issue for the last year and now am able to report on it.

Although the number of EAPs continues to increase, it seems that the rate of increase has been slowed by the economy. There are a number of companies and unions that have decided occupational programs are a good idea whose time has arrived. Some are holding back on implementing them while others are proceeding to develop partial programs. As soon as the economy starts to improve, there will be an expansion of programs and activities in the EAP field.

People ask how current programs are affected by the economy. As best as I have been able to determine, EAPs are recognized as an important resource for industry during economic hard times. The EAPs take on increased importance in at least three different ways.

First, the industries that are really suffering are involving their EAPs with the workers who are hit with layoffs, cut-backs, give-backs, and transfers. In communities that have older manufacturing bases, the unions and employers are having to assist unemployed workers who may have never experienced unemployment. Other employees are working fewer hours and having to cope with financial and personal problems that result.

Secondly, many EAPs report increased workload due to the tremendous pressures on the remaining workforce. In communities that have been hard hit by layoffs, the EAP staff reports more employee problems from the remaining workers. It not only occurs in the industries that are having layoffs but throughout the community. Although a worker may be in a company that has experienced no cut-backs, he or she may become increasingly anxious just by reading the daily newspaper reports of plant closings and exhausted unemployment insurance funds in their state. Although there may be little chance that the worker will lose the job, it terrifies the person to even think of the possibility of looking for a job in these circumstances.

EAPs also have to deal with an increasing number of employees who are experiencing specific problems because of the economy. Inflation is continuing at a high rate. Mortgage money is hard to get and that means more families are cramped into housing that does not meet their expectations. High interest rates for other financing mean, among other things, that more workers are having to cope with cars that don't start in the morning or provide unwanted adventure on the way to work. Still others just can't afford the clothes or vacations that they were used to. It all adds up to a declining quality of life, which translates into more work for EAPs.

The third impact the economy is having on the EAP is an increased awareness of its value to the work organization. I know of several large organizations that are experiencing hard times and are reinforcing their EAP. They recognize that the EAP can make a valuable contribution to maintaining the effectiveness of the workforce. As the organizations struggle for ways to stay viable in tough economic times, they see the EAP as being as important as ever, if not more, in maintaining the effectiveness of the industry.

EAPs are feeling the impact of the economy. Most are busier than ever, dealing with employees who are troubled by the economic impact. Many have had to broaden themselves to deal with a new set of employee problems caused by the economy. A number of programs are set for implementation and expansion as soon as the economy starts to improve. □



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Edward Small  
President

# DHHS Launches Demonstration Alcoholism Treatment Project

The U.S. Department of Health and Human Services (DHHS) has announced the initiation of the first Evening and Weekend Alcoholism Treatment Project in the workplace.

The program, which got under way in May, was developed by the Department's Employee Counseling Services (ECS), directed by Dr. Dale Masi, and is being funded by the Blue Cross and Blue Shield Federal Employee Program (BC/BS FEP). Atlantic Counseling, Inc., in Fairfax, Virginia, is providing the treatment services for this special demonstration project. DHHS will fund the project's evaluation component, assessing its cost-effectiveness, health insurance claims, productivity, and treatment success.

An agreement spelling out the components of the project was signed by Thomas McFee, Assistant Secretary for

Personnel Administration at DHHS, James Gillman, Vice President of BC/BS FEP, and Ronald Willis, President of Atlantic Counseling, Inc., on April 16.

The project will provide treatment to federal employees in the Washington, D.C., area who may be experiencing work performance deterioration due to an alcohol-related problem. This project is unique in that the treatment will take place in the evenings and on weekends at the workplace (DHHS Humphrey Building) with minimal disruption to the employee's normal work schedule. In addition, child care is available.

BC/BS FEP is providing funds for 65 federal employees who complete the treatment. As of this writing, 17 employees have enrolled in the program. The treatment aspect utilizes a variety of modalities including group therapy, reality therapy, recreation therapy, family therapy, and Alcoholics Anonymous. In addition, components for the employees' supervisors, family, and friends are provided.

The treatment is an intensive 26-week program. Employees are required to attend each evening and weekend for several weeks. Following this, the number of treatment days decrease. Employees are treated in groups of 12. Because of the intensity of the program, the group members have developed very close and supportive relationships. All of the treatment is being provided by professional staff with a case manager supervising the employees' progress.

The search for alternative types of alcoholism treatment for federal employees has become vital. As one alternative, this project is designed to demonstrate that alcoholism can be treated in a cost-effective manner without extended leave and separation of parents from children. □

## Criteria for Articles Submitted to *ALMACAN*

The *ALMACAN* is intended as a vehicle for keeping ALMACA members informed in all areas of interest to them. This involves more than merely printing news affecting the field. It involves service as a platform for the exchange of views and for the statement of informed opinion by individual ALMACA members.

Persons wishing to submit articles to the *ALMACAN* are requested to follow these criteria:

1. Do not submit materials that have been or will be published elsewhere.
2. If there is a time element, such as desired publication in a given month, state this in the covering letter.
3. Submit 1 copy only, typewritten and double-spaced.
4. Take whatever space you need to tell the story. However, understand that space obligations may cause the article to be edited before publication. Therefore, state all the essential material in the beginning of the story.
5. For the author's information, 1½ pages of typewritten copy equal approximately 1 column of typeset copy.
6. Photographs are very desirable. They MUST be accompanied by a caption.
7. The copy deadline is the 15th of the month preceding issue.
8. Send your manuscript to the Editor, the *ALMACAN*.
9. Consult a copy of the *ALMACAN* to see style and format used.

## Takamine Rejects NIAAA at 11th Hour

The recruitment of a new Director for NIAAA, under way since last fall, collapsed as the person selected by HHS Secretary Richard Schweiker bowed out as the Department was about to announce his appointment.

Jokichi Takamine, MD, Los Angeles internist and alcoholism specialist long prominent in the field, informed ADAMHA Administrator William Mayer on August 3 of his decision not to accept the NIAAA post.

Takamine's appointment had been approved by Schweiker July 7, and the last hurdle was cleared July 27 when the Office of Personnel Management gave its okay. HHS had prepared a news advisory announcing the appointment and scheduled its release for August 2, but held it up after Takamine sent a telegram requesting its delay until he had more time to reconsider.

Takamine told *The Alcoholism Report* that since news of his selection by Schweiker broke in mid-July, a "number of factors arose" that gave him "personal reasons" for declining the job. He said it was "the most difficult decision I have ever had to make," and extended his "deepest appreciation" to all who had supported his candidacy.

NIAAA has been without a permanent Director since last fall when John DeLuca resigned, and concern has mounted over the continuing leadership uncertainty. There was speculation that Mayer might take over the NIAAA reins temporarily while plans are laid for a new search. Loran Archer has been Acting Director during the recruitment, but in this capacity he cannot move with the same force and authority as an appointed Director.

## LETTERS to the Editor

To the Editor:

I would like to express my sincere appreciation to National ALMACA, and all ALMACANs who contributed to establishing the Inland Empire Chapter.

Now that we in the Inland Empire area have our own chapter, I am sure there will be increased involvement in ALMACA. This will, of course, facilitate the growth and development of occupational alcoholism programs. The presence of ALMACA can only strengthen relations with employee assistance programs and other service providers.

Our first chapter officers are: President—Ken Doherty, Employee Assistance, Rohr Industries, Inc., Riverside, CA; vice-president—Juanita Sanchez-Hase, Executive Director, Hase & Associates, Inc., San Bernardino, CA; secretary—H. H. "Hattie" Hannah, Industrial Coordinator, Riverside Community Hospital, Riverside, CA; and treasurer—Brian Jalbert, Employee Assistance Counselor, A.T. & A.F. Railroad, San Bernardino, CA.

I am looking forward to working with National ALMACA and other local chapters and will count on your continual support. Again, please extend our appreciation to the many Almacans who contributed in establishing our chapter.

Sincerely,  
/s/ Kenneth A. Doherty  
President  
Inland Empire ALMACA

## People on the Move

**Barney Rickenbacker** is now Director of Carolina Power & Light Company's Employee Assistance Program. This move follows CP&L's recent decision to develop an EAP for all of its 8,000 employees in North and South Carolina.

Program headquarters will be in Raleigh in offices separate from the company's Center Plaza Building. Further, the CP&L program maintains an identity separate from employee relations and reports to the senior vice president, corporate services.

Rickenbacker had been Director of the Occupational Health Center, Raleigh. As a Division of Wake County Alcoholism Services, Rickenbacker developed the Center to market EAPs locally and provide assessment, referral and follow-up for employees of contracting organizations.

**Wade H. Williams, Jr.**, has been appointed to the newly created position of Director, Human Relations Services, for Group W (Westinghouse Broadcasting and Cable, Inc.) effective July 1. Williams has most recently served Group W's parent company, Westinghouse Electric Corporation, as Manager of Alcohol/Substance Abuse Programs, Westinghouse Health Systems. In his new position, Williams will assume responsibility for Group W's employee Referral Assistance Program ("R.A.P."), which he helped the Company establish in 1980.

In announcing Williams's appointment, Group W Chairman and Chief Executive Officer Daniel L. Ritchie stated: "Since its inception, Group W's employee Referral Assistance Program has helped Group W personnel experiencing persistent personal problems find the kind of counseling and treatment services they require to resume healthy and productive lives. Wade Williams has played a leading role in establishing this program within our Company, and, in view of our plans to further strengthen and expand this service to our employees, we feel extremely fortunate that Wade will now be serving Group W on a full-time basis." □

## For the Health of It, Run With Other ALMACANS

A first-ever event for an ALMACA Annual Meeting will be a 10,000 kilometer (6.2 miles) race combined with a "fun run" through Philadelphia's Fairmount Park, the world's largest and most beautiful city park. The combination 10K race and fun run will be held Tuesday afternoon, November 2, 1982 starting at 1 PM, before the ALMACA Business Meeting.

To be eligible for the 10K race or fun run, you must be an ALMACAN and registered for the annual meeting. Each person who

## International Region

### Report on Alcoholism '82

Two hundred and fifty delegates attended a very successful conference, hosted by ALMACA member Dr. Phillip Golding, Broadway Lodge, U.K. The historic setting of Christchurch College proved an ideal setting for the many visitors who came to the conference from such far away places as Nigeria, Australia, and Iceland.

A wide variety of papers were read. One by Dr. Jim Orford on the preliminary results of the Exeter Treatment Goals Project drew a sharp response from the floor by Dr. Stanley Gitlow and Dr. Max Glatt, Charter Clinic, thus adding to the growing controversy in the U.K. on controlled drinking.

The EAP content of the conference was relatively small. This concept is in the early development stages in the U.K. Papers were presented by Dr. Dale Masi and Mr. Will Maloney and should help to increase awareness.

Dr. Herbert Ziegler of West Germany indicated growing concern in West Germany on the economic costs of alcoholism in industry.

Maurice Quinlan, ALMACA, Ireland, presented a paper on Employee Alcoholism Programmes in Ireland.

Many ALMACA members were present. Among those seen were Bill Morgan, Charter Clinic, London, and Barney Rickenbacker, U.S.A.

In the meantime, at Limerick, Eire, delegates to another conference were advised that "the many problems associated with absenteeism cannot be remedied by adopting a punitive approach either by denying people their wages or their social welfare benefits". This was stated by Alderman Frank Prendergast, Regional Officer, Irish Transport and General Workers Union, addressing a Conference "Alcoholism in the Workplace" organized by the Redemptorist Fathers in the Limerick Inn Hotel, Limerick, Eire.

runs the race or who walks, strolls, wanders, or meanders through the fun run will receive a T-shirt. In addition, those who are entered in the 10K race will also receive a pace-finder (not a pace-maker), which can be used to determine or predict your pace (time) per mile.

So form a team, issue a challenge, train to set your own personal record — time or distance — and we'll see you at Fairmount Park . . . running with other ALMACANS for the health of it. □

Seventy delegates from unions and management were in attendance. Gerry Boyle, Staff Relations Manager, Agricultural Credit Corporation, chaired the proceedings and the following papers were read:

- *Alcoholism in the Workplace / a Policy in Operation*, by Denis Neville, Industrial Welfare Officer, Electricity Supply Board.
- *Treatment Modules / The Family of the Alcoholic Worker*, by Liam Curley, Alcoholism Counselor, St. Brigid's Hospital, Ballinasloe.
- *Alcoholism in the Workplace / The National Problem*, by Mrs. Mary O'Hagen, B.Soc. Sc., Director of Education, Irish National Council on Alcoholism.
- *The Development and Implementation of a Policy*, by Ms. Geraldine O'Brien, Aer Lingus/Irish Airlines.
- *Alcoholism—A Trade Union View*, by Frank Prendergast, Regional Secretary, Irish Transport and General Workers Union.
- *Services in the Mid-West Region*, by Dr. John Fennelly, Chief Psychiatrist, St. Joseph's Hospital, Limerick. □

## Jim Baxter Joins AHS

James A. Baxter, former executive director of ALMACA and the recipient of the Legion of Merit for implementing and directing the United States Navy Alcoholism Program, has joined Advanced Health Systems, Inc. of Irvine, Calif., as Director of Outpatient Programs for the treatment of alcoholism and other chemical dependency. He brings with him 11 years of experience in the alcoholism field, involved in developing treatment programs.

In 1976, Baxter joined ALMACA as executive director and was instrumental in moving the organization from Atlanta to Washington, D.C. The organization, under his guidance, evolved from its fledgling existence into a 3,000-member organization gaining high national credibility.

An ex-Navy captain who graduated from the Naval Academy in Annapolis, Md. in 1946, Baxter spent 28 years serving in the Navy, the last three years building the Navy alcoholism program into a world-wide treatment program. As a recovering alcoholic himself, he became interested in helping others combat the disease.

"One of the major premises on which our program operates is that alcoholism is a treatable disease," he said.

Advanced Health Systems, Inc. owns and operates six outpatient programs in the following cities: Sparks, Nev.; Las Vegas, Nev.; Redwood City, Calif.; Denver, Colo.; Boise, Idaho; and Newport Beach, Calif. □