

THE ALMACAN

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May 1983

Annual Meeting Program Shaping Up

The program for ALMACA's 12th Annual Meeting is beginning to take preliminary form as plans advance for the meeting October 3-7 at the Radisson South Hotel in Minneapolis.

A special interest labor meeting and a Labor Committee meeting will be held Monday, October 3, and ALMACA Chapter Presidents and ALMACA Regional Representatives will meet Tuesday, October 4. ALMACA committee meetings are also scheduled for Tuesday.

The Annual ALMACA Business Meeting is scheduled to be held late Tuesday afternoon.

Also scheduled for Tuesday afternoon are special meetings on Newspaper Employee Assistance Programs, and EAPs in Higher Education.

Tuesday is also the day when registration opens up, at 8:30 a. m. Exhibits will open at 1 p. m. Tuesday, and there will be a "fun run" Tuesday starting at 1 p. m.

At 8 p. m. Tuesday, Operation Cork will host its traditional desert reception and concert. The affair is expected to end about 10 p. m.

Wednesday, October 5, will begin with an opening session. No keynote speaker has been decided upon as yet, but the opening session will be attended by ALMACA President Tom O'Connor of Boston Edison, Diane F. Olson, Ph.D., President, ALMACA Minnesota Chapter, and Glenn Horstman, ALMACA Central Regional Vice President.

Following the President's Luncheon from 12:00 noon to 2 p. m. Wednesday, concurrent workshops will begin.

For this year, the Wednesday/Thursday/Friday workshops include:

Effectiveness of an EAP Program from Varying Perspectives; Problem Prevention and Health Promotion in the Workplace; EAPs in

the Public Sector - Even the Government Has One!; EAP Primer - the First Step; A Unique Partnership - Business and Health Care Working Together to Impact on Child Abuse and Neglect.

Short-Term Interventions - An Investigation of Cost-Effective Treatment Alternatives to Hospitalization (Part I); The Computers are Coming! The Computers are Coming!; The EAP Counselor as a Change Agent; Corporate Responsibility and the Family - Should Business be Big Daddy?

The Changing Workforce - Are Male Wasps a Dying Breed?; Short-term Interventions - An Investigation of Cost-Effective Treatment Alternatives to Hospitalization (Part II); The Facts About Women in Treatment - A look at Programs that Have Been Successful; Networking - Multinational Employee Assistance Programs; Marketing EAP Services - A Variety of Perspectives; How ALMACA Chapters Can Work Within the Political System.

Treatment - Are You Getting What You're Paying For?; Future Demands on the EAP Counselor - Coping With the Job; EAP Research and Evaluation - Strategies for the 80s; Legal Dilemmas in Employee Assistance Programs; and In Transition - EAP/Wellness Program Within an Industrial Setting.

The annual banquet is scheduled for Thursday night. No speaker has yet been committed. A continental breakfast hosted by the Minnesota ALMACA Chapter will be held Thursday morning. The Awards Banquet is scheduled to get under way at 8 p. m. on Friday.

In many cases, speakers have yet to be selected, and workshop moderators and presenters designated. The ALMACAN will bring this information to you when it is known. □

Board Approves Policy on Use of Name

At its April 11 meeting, The ALMACA Board of Directors adopted a "Policy on the use of the ALMACA Service Mark and Trade Name". This policy had been originally drafted by an *ad hoc* committee chaired by Tom Gaulet of the Onondaga County Council on Alcoholism in Syracuse, N. Y., and had gone through several revisions incorporating suggestions from other members.

The policy is printed in full below. Its objective is to assure that the service mark and trade name are not used to endorse or support services, products, or events that are inconsistent with the basic principles and policies of ALMACA, and to encourage the continuing proper and effective use of the name. Both the service mark (logo) and the name of ALMACA have been registered with the United States Pat-

ent and Trademark Office.

In developing this policy, the committee emphasized that it is not aimed at limiting chapter or regional use of the ALMACA name or logo. The widespread use of the name and the logo by the Chapters and Regions for their own activities is to be encouraged, as is the continued creative use of the name and the logo on chapter stationery and newsletters, such as those reflecting local geography or culture.

The full policy is as follows:

Policy on the Use of the ALMACA Service Mark and Trade Name

1. Objective

The objective of this policy statement is to assure that the ALMACA service mark and

(See POLICY, p. 2)

ALMACA Goes North For 1st Chapter Outside U.S.

The Board of Directors has given final approval to the establishment of the Western Canada Chapter. This chapter is based in Vancouver, British Columbia, and draws members from British Columbia, Alberta, and Saskatchewan. It is the first ALMACA chapter in Canada and the first outside of the United States.

The contact person in forming the Western Canada ALMACA chapter has been John R. McNeil, who is Coordinator of the Employee Assistance Program for the Canadian National Railway in Vancouver.

The ALMACA chapter has developed in cooperation with the long standing local employee assistance group and it is expected that the public announcement of chapter approval will be made at their annual forum in Vancouver on May 18.

President's Comment

By Thomas P. O'Connor

The ALMACA Industry Outreach Program is meeting with favorable reaction from all sectors of our ALMACA organization throughout the country. During March, Madeleine Tramm, President of the New York City Chapter of ALMACA and Chairperson of our National Committee on Women's Issues, invited me to make a presentation on the "Industry Outreach Program" at the regular monthly meeting of the New York City Chapter. My reception was most enthusiastic, and the response very gratifying.

At the conclusion of the Chapter meeting, Ed Small, Immediate Past President of ALMACA, and EAP Manager at the New York Times, accepted appointment to the ALMACA Academy as Member Number 7. Also in attendance for the installation were two of the other six Academy members: Jim Francek, EAP Manager at the Exxon Corporation and a past National ALMACA President; and Ed Marchesini, current Chairman of our National Development Committee, Organizer and first President of the ALMACA New York City Chapter, and Manager of the Employee Counseling Program at Metropolitan Life Insurance Company.

Other members of the Academy are: Paul Sherman, Ph.D., ALMACA President

(See PRESIDENT, p. 2)

POLICY (from p. 1)

trade name are not used to endorse or support services, products and events that are inconsistent with the basic principles and policies of ALMACA. It is also the objective of this policy to encourage the continuing proper and effective use of our name.

2. Purpose

To ensure that:

- (a) Members, Chapters, Regional and third party use of the ALMACA Service Mark and Trade Name is properly authorized; and
- (b) ALMACA approves the usage and design specifications of the ALMACA Service Mark and Trade Name.

3. Scope

The *Policy* applies to all Members, Chapters, Regions and third party use of the Service Mark and Trade Name of ALMACA.

4. Definition

- (a) *The Service Mark is the ALMACA logo.*
- (b) *The Trade Name can take one of two forms. The first is "Association of Labor-Management Administrators and Consultants on Alcoholism, Inc." The Second is "ALMACA".*
- (c) User will mean any member, chapter, region, or third party to whom authority is given to use the ALMACA Service Mark and Trade Name.

5. Policy

The manner in which the design of the ALMACA Service Mark and Trade Name is used must be approved by the Executive Director.

- (a) All requests for use of the Service Mark and Trade Name will be carefully reviewed. Proposed use must:
 - (1) Reflect a high degree of quality, style and appearance; and,
 - (2) Not infer ALMACA endorsement; or
 - (3) Not risk placing ALMACA in a questionable position; or
 - (4) Not involve significant exposure to legal liability. If, in the opinion of the Executive Director, such an exposure does exist, the permission granted will include an indemnity provision in favor of ALMACA
- (b) Right to use ALMACA Service Mark and Trade Name:
 - (1) Will be limited to a specific product, service or event;
 - (2) Will be granted for a specific period of time;
 - (3) May not be assigned by the User;
 - (4) May be granted to more than one User producing similar products, services or events;
 - (5) Will be granted in writing by the Executive Director
- (c) ALMACA retains the right to reserve permission or to revoke permission granted at any time.

6. Procedure

Requests for authorization to use the ALMACA Service Mark and Trade Name must:

- (a) Be submitted, in writing, to the Executive Director; and
- (b) State all relevant information including:
 - (1) Purpose for which use is suggested;
 - (2) Manner in which it is to be employed, including proposed design;
 - (3) Resultant benefits to ALMACA;
 - (4) Name of the prospective User initiating the request; and,
 - (5) Projected exposure resulting from use.

This policy was approved by the ALMACA Board of Directors on April 11, 1983. □

PRESIDENT (from p. 1)

1976-1978 and President, Paul Sherman and Associates; Adolph J. "Sully" Sullivan, ALMACA President 1974-76, and EAP Manager (retired) Standard Oil Company; Frank W. Huddleston, Manager, Regular Employee Counseling Programs, Hughes Aircraft Corp., and first ALMACA President 1974-76; and R. E. "Andy" Anderson, ALMACA Pioneer and Founding Member, and Project Coordinator, United Labor Members Assistance Program, Kansas City, Mo.

Ed Small has agreed to direct a task project for the ALMACA Academy members to supplement our Industry Outreach Program. They will study and evaluate the merits of establishing an Industry Advisory Council for ALMACA, consisting of 12 to 15 Chief Executive Officers from nationally recognized organizations (most of which currently hold membership in ALMACA) who have demonstrated a positive interest in ALMACA, and would be willing to meet with us annually, to evaluate and advise and guide our Industry Outreach Program endeavors.

During March, we were also invited by Bill Cook, our Southern Region Vice President, to make a presentation at the Metrolina Chapter in Charlotte, North Carolina. And, again, the response was most favorable and very productive. Two of the attendees from Raleigh, North Carolina, and Columbia, South Carolina, were highly confident that an ALMACA Chapter/Industry symposium could be implemented in their cities; and the President of the Charlotte Better Business Bureau, in attendance at the Chapter meeting, and toastmaster of the banquet, said that Charlotte was a certainty "for a fall Symposium."

The very first of our new industry outreach series of ALMACA Chapter/Industry Symposia was the Western New England Chapter in cooperation with Springfield College on April 1, 1983. Their Chapter President, Tom Chalmers, EAP Coordinator, Alcoholism Services of Greater Springfield, and all of the Chapter officers and committee members are to be most highly commended. They accomplished a monumental task of organization, in the barest minimum period of time, and developed an outstanding program—congratulations, to all of you. □

THE ALMACAN

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Letters to the Editor

To The Editor:

I was outraged when I saw a recent full-page advertisement in the *ALMACAN* (March, 1983), titled "Start Your Own EAP Consulting Business"; it promotes the myth that providing quality, professional employee assistance services is a "cinch", something that any human service professional can learn to do simply by signing up for a six-hour (less one hour for lunch) seminar. Mr. Jernberg indicates in his full-page ad that he is able to provide everything you need to know to go into the EAP business, "and much more!"

Many of us have spent years developing our employee assistance skills, working for professional credibility in the business community, demanding high professional standards—and along comes a seminar which professes to cover a wide range of complicated issues in a matter of several hours. It will churn out well-intentioned but ill-equipped employee assistance providers who will do immeasurable harm to the EAP field.

The National Employee Assistance Providers Association, ALMACA and other associations struggle continually with the maintenance of professionalism and this sort of offering makes a mockery of these attempts. Quite frankly, the course smacks of making a quick "buck" off a whirlwind tour of the Hyatt Hotel chain.

Edward G. Meads
Minneapolis, Minnesota
President, National Employee
Assistance Providers Association.

To The Editor:

I always enjoy reading the *ALMACAN*. I find it to be a valuable resource which reads easily.

The article "CARE Helps Chemical Abusers Keep Jobs" was of special interest since I am concerned about my clients' job retention in my current position.

I realize that Ms. Hirsch, the author, is not on your staff and therefore your control over her article is limited. However, I would like to make an observation. In the text of the article she intersperses "abusers", "alcoholic or drug abuser" and alcoholic with "these people."

I find the reference to "these people" antithetical to the first paragraph which mentions how people don't relate drug and alcohol abuse to their own lives. Use of the term these people automatically establishes the other—"us people." Graphically, it distinguishes a group we can observe at a distance; one we don't have to touch.

I believe it is important to be aware of these subtleties since they can affect our most valiant efforts to integrate the recovered alcoholic and drug abuser into the world of work and daily living.

Perhaps I am more sensitive to this issue after working with physically and emotionally disabled individuals. In their quest for independent living they found it essential for people to

realize that the disabled were more alike than dislike the average person.

Alcohol rehabilitation has implemented the transitional living and other interventions found useful in the rehabilitation of disabled individuals. Why not also benefit from an awareness of the power of words and their affect on achieving full citizenship?

Kath Martin, MSW
Career Counselor
Goodwill Industries of San Francisco

New Board Appointments

ALMACA National President Thomas P. O'Connor has announced three recent appointments to the ALMACA Board of Directors.

Suzanne E. Hallenberg has been appointed to fill the vacancy of chair of the Insurance Committee. Ms. Hallenberg was elected ALMACA Southern Regional Representative in the national election last fall. This winter she was promoted to the EAP Manager for the Union Carbide Corporation working out of corporate headquarters in Danbury, Connecticut. Since this was out of the Southern Region, she was forced to vacate the Regional Representative position. However, she agreed to serve as chair of the Insurance Committee and, therefore, will continue on the Board.

Deborah Welsly Smith, M.S.W. has been appointed to be Southern Regional Representative. She is Director of Carolina EAPs in Raleigh, North Carolina and is past president of the Metroline Chapter of ALMACA. She has been serving as chair of the ALMACA By-Laws Committee and agreed to take on the Southern Regional Representative duties vacated by Susan Hallenburg. Ms. Smith and ALMACA Southern Regional Vice President, Bill Cook of Charlotte, N.C. give ALMACA an experienced team of EAP leaders in the South.

Donald W. Magruder has been appointed chair of the ALMACA By-Laws Committee. Magruder is EAP Manager for Anhauser-Busch working out of corporate headquarters in St. Louis. He is a long-time ALMACA supporter having served as chair of the Development Committee and, earlier, Vice President while with the Continental Corporation in New York City. When he was the New York City Affiliate of N.C.A., he chaired the special committee that drew up the present national ALMACA by-laws. This experience will be useful as the current chair of the By-Laws Committee. □

People on the Move

Mary Ellen Kane, Personal Assistance Counselor at the Kemper Group, has been appointed Personal Assistance Program Manager. She succeeds John Lavino, who is leaving Kemper to do environmental volunteer work.

Kane has been with Kemper 10 years. Before assuming her current position in 1976, she held clerical positions at Kemper. Before that, her educational and work experiences were in nursing and occupational rehabilitation. Kane will shortly receive a bachelor's degree with a concentration in psychology and women's issues from Northeastern Illinois University. □

Federal Consortium Under Way in N.J.

The Department of Health and Human Services (DHHS) Employee Counseling Services (ECS), Region II, announces that it has contracted with the Rutgers University in New Brunswick, New Jersey for delivery of an ECS consortium servicing Federal employees in New Jersey. Robert Mazzochi, Regional ECS Unit Director, is responsible for administering the project for DHHS. Eileen Corrigan, D.S.W. and Ruth Bournazian, A.C.S.W. will be providing the services for Rutgers, a nationally recognized leader in the fields of social work and alcoholism counseling education and research.

The New Jersey ECS program is designed to provide professional assessment and referral assistance to employees who are experiencing work performance deterioration due to an alcohol, drug abuse, or mental health problem. This contract also provides for an ECS supervisory training component through which management staff will be able to motivate troubled employees to seek help before a problem gets out of hand. Other program highlights include the provision of assessment and referral services at three locations, employee education and outreach activities, employee orientations, and consultations to managers and supervisors.

Other federal agencies are invited to participate in the New Jersey consortium. For information about joining the program or for further information about the program, contact Robert Mazzochi at (212) 264-1542. □

1983-84 Directory Published

The 1983-84 ALMACA Membership Directory has been published and was mailed to members at the end of April. The directory is widely used in the field as a resource directory of persons knowledgeable about occupational alcoholism. As in the last edition, the directory includes an alphabetical and Zip Code listing of all members. In response to comments about the Zip Directory in the last issue, it is now organized by the alphabetical order of the states and members' last names are in darker ink. The 1983-84 Directory includes, for the first time, a separate listing of organizational members.

When a directory of this size is printed, there are usually some omissions or mistakes. ALMACA wants to correct these so that all members are properly listed in the directory. Therefore, any member who is not included in the directory or whose name, title, address, phone number or status is listed incorrectly, should write to the national office providing the correct listing. These corrections and additions will be run as a supplement to a summer issue of the *ALMACAN*. It will be designed to be removed and kept with the Directory. □

The Days of Wine and Sandhogs

By Bill Reel
Reprinted From
New York Daily News

The Sandhogs are sobering up. Stop the presses. The sandhogs are the guys who dig the water, subway and sewer tunnels. They are rough-and-ready guys. Hagar the Horrible would be a sandhog if he were around today.

Chubby from Yorkville, who can be found at 63rd St. and Second Ave. working on the subway tunnel to Queens, looks exactly like Hagar. He even has the beard. Chubby used to drink like Hagar, too. We were all laughing the other day during a coffee break in the hog house on 63d St. as Chubby recalled the time he took a convulsion underground. It's funny now.

Chubby was the powder carrier on the sewer tunnel job on 48th St. and 12th Ave., and he was down there in the dark at the tunnel heading with 600 sticks of dynamite. This is nerve-racking work even if you live like Norman Vincent Peale. Chubby was trying to do it while tapering off a six-week toot. The heebie-jeebies hit him, he convulsed violently, and he was carried out in a cart. Everyone shrugged and said Chubby must be epileptic.

Federal safety standards prohibit epileptics from working as sandhogs. A tunnel is no place for a seizure. It looked like Chubby would lose his job. He went to Lenox Hill Hospital and got

brain scans. "You're no epileptic, you had an alcoholic convulsion," the neurosurgeon told him. Chubby had the neurosurgeon put it in writing. He ran back to the job and showed the inspector. "I'm an alky, not an eppy, and I can prove it!" Chubby said. All the sandhogs clapped him on the back and congratulated him. They celebrated with balls and beers.

Chubby's drinking nearly killed him. Eventually he sought help, and today he is one of 120 sober members of Local 147, Compressed Air and Free Air Tunnel Workers, Richie Fitzsimmons, business manager. Chubby has recovered from alcoholism and is a productive, reliable worker. Over 10 percent of the local is sober, surely a record in the construction industry. In fact, the sandhogs have been so successful in sobering up members that state AFL-CIO chief Ray Corbett drafted a letter this week to all 3,685 union locals in New York urging them to follow the sandhogs' example.

"The magnitude of the illness of alcoholism and its effects in the workplace must be recognized as a major industrial health problem," Ray wrote. "Alcoholism affects 500,000 workers in New York State. Unions need to play an increasingly vital role in establishing alcoholism

prevention and treatment programs for workers."

The letter invites interested locals to contact Joe the Sandhog at the New York Construction Industry Member Assistance Program, Suite 435, 60 E. 42d St. Joe the Sandhog used to be drunk on the Van Cortlandt Park water tunnel job, the Archer Ave. subway tunnel job, the Bay St. sewer tunnel job, etc. Six years ago Joe threw in the sponge and sobered up. Now he works full time getting sandhogs, excavators, pavers, crane operators, blasters and drillers off the sauce.

"Our program is strictly voluntary," Joe was saying in the hog house on 63rd St. with Chubby. "We're looking to help guys whose drinking is out of control and who want help, guys who are sick of being sick and tired. We want to save lives and families. We want wives and kids to smile again. The contractors have been great. The contractors pay for the program. They contribute two cents per man-hour. It's a good investment for them. They get better productivity when workers are sober. There are fewer accidents, fights, compensation cases. Morale is better. Everybody benefits."

A certain sandhog who shall go unnamed here—let's call him Beef from Brooklyn—arrived home drunk at 5 a.m. recently and decided to sleep in the car rather than risk his wife's ire. He left the motor running so he wouldn't freeze. He opened the window a crack so he wouldn't asphyxiate himself. He awoke with a start to find his wife stuffing rags into the crack. Beef, if you're reading this, Joe the Sandhog says you should come see him so this will never happen again. □

Program Profile

New York Construction Industry Member Assistance Program

N.Y.C.I.M.A.P. is an example of how a union based, occupational alcoholism program can begin and grow, only with the concern and support of union leadership. The leadership in this case being Richard S. Fitzsimmons, Business Manager of Local 147, Compressed Air and Free Air Tunnel Workers.

The program operates with a staff of three people—Joe Murray as Director; George Seymour, Program Counselor; and a full time secretary.

N.Y.C.I.M.A.P. began in 1970 as the Local 147 Alcohol and Drug Abuse Program. Jim McCaffrey began the program on a voluntary basis and it was gradually broadened to a full time program with Jim as Director. In 1976, through the benefit of a state grant, the program was able to add another counselor and a part time secretary. They were also able to reach out to three other construction locals and include them under the umbrella of their program.

In 1980, under the directorship of P.J. Maye, the program became fully self-supporting through a contractual agreement. The contractors, seeing the benefits of the program, agreed

to pay 2 cents per man hour to fund the program. Mr. Maye was also instrumental, in 1982, in obtaining a state grant, which would allow N.Y.C.I.M.A.P. to reach out to other construction locals in New York state. Using their program as a model they will assist these locals in establishing their own self-funding EAPs.

Current Director of the program, Joe Murray, on speaking of the success of the program, says: "We were very fortunate in having excellent directors, such as Jim McCaffrey, Pat Hickey, and P.J. Maye. Much of the success, however, really was due to the deep concern and commitment of Richy Fitzsimmons. Richy put in many hours and days of unpaid time to assure the continuing growth of the program. He was directly involved in all phases, including the state grants and the contractual agreement. Were it not for Richy's personal involvement, it would have been almost an impossibility for all this success to happen. Hopefully, other union leaders, using N.Y.C.I.M.A.P. and Fitzsimmons as an example, will begin to become involved. □

Hospital Treatment of Alcoholism: Profile of Middle Income Americans

All first admissions (N=3,411) to nine Raleigh Hills Hospitals for treatment of alcoholism, during the 18-month period beginning 1 January 1977, were studied with standardized questionnaires and diagnostic instruments. It was found that, despite the patients' relative economic and social stability, severe patterns of addictive alcohol use had developed and persisted for many years, with a high incidence of alcohol-related and intercurrent medical disorders which required prompt medical intervention. Although most patients had a personal physician, less than 9.0 percent of referrals for treatment were made by physicians; most patients responded to television outreach programs, recommendations by former patients, or were self or family referred. Findings indicate that persons who are neither socially disadvantaged nor economically deprived may have severe alcohol-related problems. Such patients constitute a significant challenge to the medical profession to develop strategies for early intervention and more effective treatment. 11 Ref.

Mendelson, J.H.; Miller, K.D.; Mello, N.K.; Pratt, H.; Schmitz, R. McLean Hospital, Alcohol and Drug Abuse Research Center, Belmont, MA. Alcoholism: Clinical and Experimental Research 6(3):377-383, 1982.

Future Directions for ALMACA

By Dick Stanford
ALMACA National Secretary

(A presentation made at the National Council on Alcoholism's National Alcoholism Forum, Labor-Management Conference, Houston, Texas, April 15, 1983.)

Some time ago, the very effective and well respected labor-management director of NCA—Bill Dunkin—asked ALMACA to provide a panel to open NCA's Labor-Management Conference. The panel was to address the subject of "Future Directions for ALMACA."

In a highly eclectic act, ALMACA's response was to have the entire executive committee as that panel.

ALMACA's national officers seem like an affirmative action program gone berserk. The five officers are elected singly by the entire ALMACA membership. Of the five officers, two and a half are from labor and two and a half are not; age varies from so-called young to so-called not-so-young; there are two women; and, there are two persons of the Irish persuasion. Five states of wide geographic locations and types are represented. With the exception of an unfortunate lack of minorities, we represent most other recognizable groups.

Thus, when each of us describes future directions for ALMACA, we may appear to present differing, sometimes contradictory views on that subject. Concurrently, I can assure you that

each of us is oriented toward ALMACA's strong assistance to and involvement in the development and expansion of the EAP movement and all that that entails. I would also submit that any diversity amongst ALMACA's officers enures to the strength of ALMACA; much more so than if ALMACA's Executive Committee was comprised of five clones.

Also, when one attempts to describe the future directions of ALMACA, there is a tendency to mix objective prophesy with subjective hope. Because prophesy can be self-fulfilling and hope is not always subjective, I shall not attempt to distinguish between the two.

To provide a beginning, a little history is important. ALMACA was the effort, approximately 12 years ago, of a few people in the EAP field, widely separated, to formalize their associations and informal networks. Indeed, this professional association of EAP practitioners developed later than would usually occur in this type of phenomena, when one considers how long the occupational program field has existed.

However, ALMACA has not escaped the various problems that developing associations must face. Predominant of those have been: (1) funding of the association's professional staff/office; and (2) directions for the association.

In ALMACA's case, some early funding oc-

curred through the assistance of an old friend of the EAP field, and one of its most visionary prophets: Don Godwin of the NIAAA. Don was helpful through an early EAP grant to the association for performing an NIAAA project. This effort provided, in addition to the product it gave NIAAA, a funding base upon which the association could build.

The funding problem continued, although abated. At one point, several years ago, ALMACA's officers even had to personally guarantee a loan to help ALMACA through a particularly rough problem.

Today, funding, although still limited, is reasonably stable and diversified. Memberships, annual meetings, and organizational donations combine to advance ALMACA toward funding adequacy.

In directions, ALMACA has suffered a not uncommon malaise of a heterogeneous membership seeking homogeneous goals. Resolution of this situation continues; progress is more evident today than it was just a few years ago.

ALMACA had another problem that was specific to it as an association. Labor is a part of ALMACA's name. Labor has been an active participant in the EAP field, courtesy of such

(See DIRECTIONS, p. 6)

Chapters Elect New Officers

The Illinois Chapter of ALMACA has elected new officers, who took office on March 25. They are:

- President—Brenda Blair, formerly of the U. S. Department of Health and Human Services, and now an independent consultant;
- Vice President—Paul Hewett, Martha Washington Hospital, Chicago;
- Secretary—Cynthia Sulaski, Parkside Medical Services Corporation, Park Ridge; and
- Treasurer—John Buckley, Grant Hospital of Chicago.

Newly elected officers of the Erie/Ontario Chapter are:

- President—Jack Gibson (re-elected), Employee Counselor, Dunlop Tire and Rubber Co., Buffalo;
- Vice President—Larry Weir, Coordinator, Employee Special Services, National Fuel Gas, Buffalo; and
- Secretary/Treasurer—Fr. James J. Ruddick, EAP Coordinator, Canisius College, Buffalo.

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COVE FORGE: (814) 832-2131 ROUTE 1 Box 79, WILLIAMSBURG, PENNSYLVANIA 16693

Accredited by the American Hospital Association and the JCAH

DIRECTIONS (from p. 5)

people as Leo Perlis, Jack Hennessy, Andy Anderson, Texas AFL-CIO President Harry Hubbard, and many others. Indeed, Labor's EAP/OAP participation, as a large organization, dates back to World War II.

However, some of the earlier labor leaders in ALMACA came to the conclusion that labor's name in the ALMACA title was just that: in name only. Indeed, when I first became active in ALMACA, over a half-decade ago, I felt that labor's inclusion in ALMACA's processes was not substantive, a predicament not of labor's choosing.

Resolution of these problems reached a watershed in 1980. Building upon the foundations established by their predecessors, new ALMACA President Ed Small and new ALMACA Executive Director Tom Delaney started the transition of ALMACA into a recognizable, monolithic professionalized association of persons from all parts of the EAP/OAP field.

Thus, when the current officers took office last November, they were presented with an excellent association, with some money in the bank, with some knowledge of where ALMACA should plan to go, and without a labor-management schizm. That last major achievement was primarily due to the quiet, efficient, unheralded efforts of one of today's panelists: Jack Hennessy. As a personal aside, the continuing contributions of Jack Hennessy to the well-being of ALMACA are phenomenal. His service as chair of the Labor Committee meant much to ALMACA—a tradition now ably carried on by Tom Pasco. And, Jack's service to ALMACA as the VP of Operations is even more beneficial to the association.

ALMACA today consists of 4,000 members in 42 states and five countries.

I think the first future direction of ALMACA is that labor and management, courtesy of the solid foundation built by Jack Hennessy and others, will continue to solidify their relationship in ALMACA as they have in so many joint EAPs/OAPs across the country. That team, when each member is recognized, respected, and trusted by the other, can only work to the benefit of ALMACA, its members, and working and corporate America.

Another phenomena, somewhat similar to the mainstreaming of labor in ALMACA's leadership, is the increasing spread of geographical representation within ALMACA's membership and leadership. Once predominantly an organization of the Northeast—because that is where the bulk of its membership was located—ALMACA is rapidly becoming an organization diffused across the country.

Further into the future, the international spread of EAPs is meaning a larger and larger contingent in ALMACA from outside the United States. It is not difficult to predict the potential of the non-U.S. membership becoming larger than the membership from within the U.S.

ALMACA does have to face and resolve how it handles the membership status of treatment persons. There is an often expressed concern that, afforded full membership status, treatment

personnel would "take over" ALMACA. I am not here addressing whether that is correct; I do say, however, that this issue should soon be faced and resolved in a manner satisfactory to all.

With its increasing togetherness and being more together, I see ALMACA taking public stands on issues that affect ALMACA and its members. I believe that if ALMACA is to be the voice of the EAP field, it cannot do so with laryngitis.

For example, the current DWI movement, for all its values, has some severe drawbacks. The most important one is what Professor Paul Roman has termed the restigmatization of alcoholism. The castigation of a person convicted of a DWI, who clearly must receive full punishment for his or her criminal and civil misdeeds, has a spin-off product of castigation of all who may be alcoholic, of pushing alcoholism back into the moral turpitude closet. Those results can only detract from the goals of EAPs of secondary prevention of alcohol abuse. Although it may be misunderstood or unpopular in doing so, it is appropriate for ALMACA to take a stand in this matter. The alternative of restigmatization is in direct opposition to some of the ends necessary to the success of employee assistance programs.

A similar development—and one much closer to the workplace than DWIs—is the revival of some old and thoroughly discredited efforts to combat drug and alcohol abuse in the workplace. Allegedly recently in three metropolitan areas of the great state of Texas, employers are planning surprise searches of employees, blood and urine tests, and related blacklisting. Last Thursday, the *Austin American Statesman*, which is hardly a wild-eyed, disreputable publication, described these activities as "Gestapo tactics." For ALMACA not to express its concern over such tactics and not to offer EAPs/OAPs as the alternative to these tactics is for ALMACA not to fulfill its role as the national voice for occupational programs.

It is also important that ALMACA express

itself—an action it has been reluctant to take—on governmental actions which affect EAPs/OAPs. For example, for the federal government to even consider the removal of alcoholism treatment from its health insurance could cause a stampede of such actions in the private sector. Yet, the recognition of treatment in health insurance is a cornerstone of functional EAPs. ALMACA truly should be expressive in this matter.

Indeed, ALMACA should be taking the initiative, not just a reactive posture, in influencing governmental actions which are germane to EAPs. For example, tax credits exist for corporations for numerous reasons that are of value to their stockholders, employees, the economy, and the country. It seems incongruous that an incentive program based on tax advantages does not exist for corporations which have EAPs which meet rigorous standards. If EAPs represent one of the prime means to wage the fight against alcoholism and its costs, and if EAPs increase productivity with a favorable benefit-to-cost ratio, then corporate tax credits seem most propitious. Notice that this is not a mandated system, but rather an incentive one.

Please note that these actions clearly relate to our field. Some years ago, Marty Mann—and more recently, Lew Presnall—counseled NCA and ALMACA that we already have one major national prejudice to deal with: alcoholism. We would dilute our efforts by taking on the battle to combat other national prejudices, such as those of civil rights. However, neither of those great leaders proposed that we ignore the under-response our field has made to the problems of alcoholism in the black community. I am equally sure that we must be alert to the particular EAP ramifications of an increasingly larger female component of the workforce.

It is in these types of actions—those of speaking out—that ALMACA could be most helpful to the field and to its members.

(See DIRECTIONS, p. 7)

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