

# THE ALMACAN

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An International Association of Professionals in Employee Assistance Programs

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## Western Panels Address Broad Range of Issues

Should ALMACA speak for EAPs on legislative issues? What is the proper role of HMOs in the treatment of alcohol and drug abuse? Why do women have proportionately less representation in the EAP field than in the workforce? These are all issues we have encountered before.

They persist not only as national policy questions, but as points of difference in localities, and were some of the debating points of the Second Annual Western Regional ALMACA Conference on April 11-13 in Los Angeles. The gathering of about 250, which drew ALMACANs from as far away as Colorado, Arizona, Alaska, and British Columbia, also heard lectures on the children of alcoholic parents and the genetic implications, the future of outpatient programs in alcoholism treatment, and the expansion of international companies offering EAP programs.

A Western Region chapter president's meeting preceded conference activities on Wednesday the 11th. Some of the issues discussed were: determining the company role in its own insurance coverage, disputing the contention that inpatient care is a must for alcoholics, and promoting benefits negotiator involvement. An *ad hoc* committee was established on cost containment, and the Sacramento Chapter offered to coordinate statewide responses

to legislation.

Other issues raised were the definition of a voting ALMACA member, the pressure exerted by treatment marketing people at chapter meetings, EAP education guidelines, and industrial outreach efforts.

Thursday's agenda began with the introduction of the National Board, which held its bi-annual meeting in Los Angeles throughout the week, in part to establish long-range national planning guidelines. ALMACA Executive Director Tom Delaney and Treasurer Jennifer Farmer offered brief comments and answered audience questions about competition from other EAP organizations, use of a \$50,000 contribution, and credentialing standards. Other members of the Executive Committee were present and addressed the conference.

Two morning workshops were titled "Defining EAP Models and Trends" and "Cost Containment." The presenters of these panel discussions included: Gary Atkins, President of ALMACA's Santa Clara Valley Chapter and EAP Director of Lockheed, Sunnyvale, CA; Joanne Sjonborg, EAP Assistant Manager for El Camino Hospital, Mountain View, CA; George Cobbs, Coordinator, ILWU health benefit plan, San Francisco, CA; Duane Rogers, ALMACA Western Region Vice

President and Director, Personnel Assistance Services, San Diego, CA; and Jack Guest, Manager of Employer Counseling, Hughes Aircraft Company, El Segundo, CA.

Dr. Mark Shuckit, a V.A. research psychiatrist and specialist in alcoholic genetics, was the luncheon speaker. He offered research to support the hypothesis that alcoholism is an inherited disease, based on the results of statistical data on families, fraternal versus identical twins, and adoptions of children of alcoholics.

Afternoon panel discussions had these themes: "Cost Containment," "Training," "Legal/Ethical Issues," and "Evaluation." John Schwarzlose, Program Director for the Betty Ford Center, Rancho Mirage, CA, moderated. Panelists included: Dr. Garrett O'Connor, Director, Repair, Inc., N. Hollywood, CA; Jack Gronewald, Vice President, Starting Point of CompCare; and Dr. Lou Leveen, Director of Canyon Center for Psychotherapy and Counseling, Toluca Lake, CA. Dr. James Milam, author of *Under the Influence*, also presented his argument that heredity is the only known predictor of alcoholism, for which he says there is no known psychological cause.

(See Second Western, p. 4)

### Peer Fossen Dies

## Pioneer in Occupational Alcoholism Field Leaves Behind Legacy

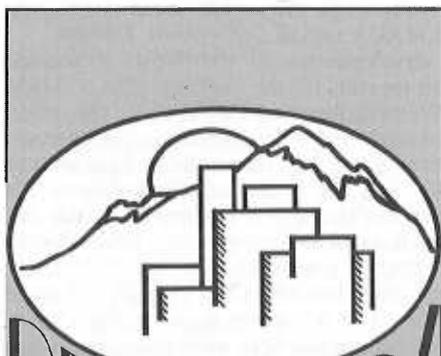
One of ALMACA's charter members died suddenly on Wednesday, April 11 at his Overland Park home, near Kansas City, Missouri. Peer Fossen, whose disciplined brand of leadership helped ALMACA land on financially firm footing in the 1970s, will be sorely missed by many forebears in the EAP field.

The 58-year-old Norwegian immigrant actively worked to further ALMACA's prominence and respectability in the field, both as a member and for one year as a staffer. Perhaps Peer's most notable achievement was co-founding the San Francisco Bay Area Chapter in 1974, for which he served as its first president. He was also instrumental in installing the Mid-

(See Fossen, p. 5)



Peer Fossen



DENVER '84

People and Places  
(part 2)  
Von Wiegand Award  
Air fare discounts  
Dinner theatre package  
... pages 12 and 13

## Message from the President

By THOMAS P. O'CONNOR

Two special communications to me during the past month indicate the unique position to which our ALMACA Organization has advanced during the relatively short period of our corporate life. Last week I received a letter from the American Medical Association concerning a project they wish to coordinate with us pertaining to alcohol and drug abuse. And earlier in the month I had been invited to participate in a program of the American Assembly as their invited guest to represent ALMACA. Both of these organizations, the AMA and the American Assembly, are most highly regarded throughout the entire United States, and they are the recognized leaders in their respective fields of "Medicine" and of "Public Policy Issues". It is most appropriate (and also flattering) that they should call upon ALMACA as the recognized leader in the field of Occupational Alcoholism, to coordinate with them when their concerns involve the use/abuse of alcohol and other chemical substances.

The American Medical Association project involves an endeavor to improve definitions, classifications, and nomenclature in the field of alcoholism and drug dependence. They plan to develop baseline data from 50-70 experts throughout the country; and then, convene a consensus conference to make final recommendations which the AMA can promulgate for their membership, and the general public. I would be pleased to hear from any of our members who might be interested in participating with us in this project.

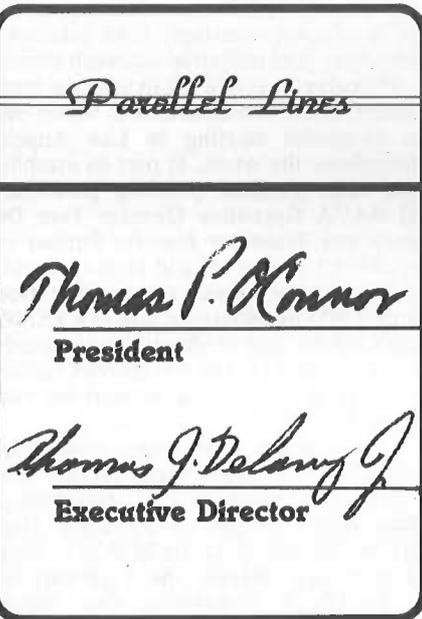
The American Assembly Project involved a convocation of 60 representatives from industry, labor and government to deliberate and develop a consensus for recommendations on "Public Policy towards medical, social, economic and political issues arising from the abuse of alcoholic beverages in the United States," which they could present the Federal Government.

The American Assembly, for those of you who are not acquainted with the organization, was established by President Dwight D. Eisenhower at Columbia University in 1950. It holds non-partisan assemblies at least two times per year, and publishes authoritative books to illuminate issues of United States policy. ALMACA was delighted that this present Assembly selected a "Public Policy for Alcohol Problems" for their topic this year, and we were most pleased to participate. If any of you are interested in receiving a copy of their final report, we will have some available from our National Office.

The foregoing was a long, long introduction to the fact that ALMACA has come a long, long way since our humble beginning some 12 years ago. However, ALMACA still has a long, long way to go if we are to achieve our goal of having an Employee Assistance Program available for every employed individual in the United States by the year 1990.

Another component of our Industry Outreach Program, towards achieving our 1990 goal, will be launched this month by Michael O'Brien, Chairman of our Membership Committee, and Jack Hennessy, Vice President-Operations. They will be introducing a new "Organizational Membership Campaign" with a kick-off scheduled for May 9 at Mount Kisco, New York. They are assembling an incentive package to submit to industry and labor organizations as an additional inducement for them to enroll in ALMACA as Organization Members.

In addition to the standard benefits of ALMACA membership, we are hopeful this additional incentive package will be found attractive to industry and labor organizations, and they will join our membership ranks. It is an "ideal marriage" which is mutually beneficial—they need our services and expertise to establish EAP Programs, or to update and improve existing programs—and we



## Executive Director's Comment

By THOMAS J. DELANEY

The Second Annual ALMACA Western Regional Conference was held in Beverly Hills, California in early April. In conjunction with it, the Board of Directors held its regular Spring Meeting which was preceded by a special one-day meeting to focus on developing a five-year plan for ALMACA. Since ALMACA was organized at the N.C.A. Annual Forum in 1971 at Los Angeles and the first ALMACA chapter was organized in San Francisco, a look at ALMACA in California provides a good insight to the immediate future of ALMACA.

On each of my last few trips to the West Coast, I have heard frequent reference to the Pacific Basin, accompanied by a sense of destiny, inferring that an emerging Western Gateway to the countries of the Pacific Rim, will replace the historic East Coast—Western European Alliance. While this might be exaggerated by some Chamber of Commerce braggadocio, it does reflect the changing economic and political forces within the United States. Not surprisingly, these forces are operating within ALMACA, too.

With the approval last month of the establishment of an ALMACA chapter in Sacramento, there are now nine chapters in California. The growth is not limited to California, but is occurring throughout the Sun Belt. If you define the Sun Belt as the area which is gaining population and industry, at the expense of the Frost Belt, then ALMACA is growing along with the country. There are petitions pending for new chapters in Arizona and Oklahoma, and Florida is a rapidly growing area with one new chapter within the year, petition for another pending, and a third chapter being organized.

Perhaps the trend is not limited to the United States, since our first Canadian Chapter was formed in Vancouver. It should be

noted, however, that there is a strong movement by Maurice Quinlan to have an ALMACA chapter started in Ireland. Speaking of the Western Canada Chapter, the ALMACA Vice-President for the International Region, Charlie Pilkington of United Technologies, and myself met with chapter president Jack McNeil, who had come down from Vancouver to represent the Chapter in Beverly Hills. We had a thorough discussion about developing Canada as a separate ALMACA region.

So, with these new developments in the West, it seemed appropriate that the board meeting for the five-year plan was held in conjunction with the Western Regional Conference. This effort is being directed by the chairperson of the Development Committee, Dan Smith of ALCOA. Since Dan moved from California to Pittsburgh to go with ALCOA, he is a good illustration of the trend for ALMACA to become stronger in the Sun Belt, and that ALMACA will continue to flourish and have leaders in all regions. The five year planning effort is comprehensive but disciplined. The board asked Dan to continue this effort and a report is planned for late this year. As a result of a request made at the Central Regional Conference, a procedure has been added to secure input from chapter presidents.

What does all this mean for ALMACA?

At the opening session of the Western Regional Conference, I responded to an inquiry about ALMACA's position on federal political issues, by saying that ALMACA must be able to work with government agencies no matter which administration is in power. The same goes for our constituency. All aspects of ALMACA (chapters, regions, officers, staff, etc.) must be responsive to the membership. As the concentration of membership changes, we will respond to these changes. The older constituencies will still be served, but the newer ones need attention, too. □

(Cont'd on p. 5)

## THE ALMACAN

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## AN OPEN LETTER TO THE MEMBERSHIP

Dear Fellow ALMACANS:

In the next several months, THE ALMACAN will undergo some content changes, both cosmetically and editorially.

At the helm of this effort will be the ad hoc Advisory Committee, which I have the privilege of chairing, and our newly hired in-house editor, Rudy Yandrick. Our basic goal will be to make THE ALMACAN as informative, contemporary, and even provocative as possible. We hope it will become the linchpin of an amplified dialogue between members.

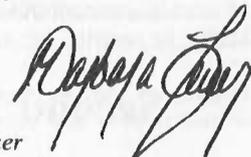
I met with Rudy and Judith Evans at the ALMACA headquarters recently, and we discussed the means by which this end will be achieved. We agreed to resurrect several old features used only sporadically in the past, with the intent of publishing them regularly. They include a guest opinion column from an ALMACA member, a book review section, a letter-to-the-editor segment, and expanded coverage of "ALMACANS on the Move." Candid one-on-one interviews with EAP newsmakers, informative conference or symposium presentations, and other editorial approaches will be utilized. Collectively, Rudy and the Advisory Committee will ferret out emerging trends, current research projects—any newsworthy material of wide interest. In this regard, we will be requesting manuscripts from members, but continue welcoming other submissions. Let us stress that we will insist on timely, interesting and relevant articles.

Take note of the index and logo on the front page associated with the national ALMACA meeting. They cue pertinent information on Denver as a convention site, and on accommodations ALMACANS should know about. Look for features in our newsletter to be accompanied by short bios on the authors and address listings at which they can be reached. In these and other ways, we hope that THE ALMACAN will be a reliable tool for improved communications in the EAP field.

We are already off to an auspicious start, and will continually strive for betterment. They say "the proof is in the pudding," and to insure we have the right mix of ingredients, our suggestion box will always be open.

We look forward to hearing from you.

Sincerely,



Barbara Feuer  
Chairperson, Advisory Committee

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# Categorizing Our Membership

When given the opportunity to express one's viewpoint about an organization or profession, immediately you begin to try and decide if you want to express praise or criticism. At this time and in my case, the pendulum moves mainly toward criticism, but with a supportive perspective.

My positive perspective is directed toward the concept of ALMACA. Whatever name we use will probably trouble someone, but for now the organization is serving a vital purpose. ALMACA has tried to unify a very divergent and still evolving group of people. It has given an identity and focus to a serious issue that has plagued society for many years. It has provided an impetus for the human consciousness of industry to be enhanced and moved forward. With all of these positives, ALMACA has also become in itself and in my opinion, a growing business trying to do all things for all people.

Let me explain how I feel on a few issues. It takes money to survive, but ALMACA is pricing itself out of the reach of the average non-corporate affiliated EAP provider. ALMACA dues have progressively moved up, but more so has the price of attending a conference. It is now more costly to register for an ALMACA con-

ference than the American Psychological Association or the American Public Health Association, both of these groups with larger memberships and larger national offices and staffs.

Now I realize these conferences make money and this part of the business I'm

## One Member's View

By Dr. Robert Wishnoff  
Director, Consortium of EAPs  
of the Capital Area  
Albany, N.Y.

talking about, but membership should get you something. The related concern I have is how I've seen people pay their dues, conference fees, attend a conference and then as a card-carrying ALMACA member with all the benefits the organization provides, start their own EAP business.

I've gotten phone calls from ALMACA members who want to meet and have me tell them what to do to begin consulting. Quite frankly, I'm embarrassed for these people when I turn them down. What I

propose is levels of membership. If a person has less than 3-5 years in the field, they are put in a probationary category. Let's face it, we have done a good job in ALMACA. People do recognize and respect the organization. Let's not blow it by letting anyone say they are involved in this profession. I'm tired of social workers, psychologists and other mental health practitioners deciding they will begin delivering EAP services. I'm unhappy when any alcohol counselor (certified or not) decides he or she has always been in the EAP business.

If this sounds like someone who is trying to create some exclusive group, I am to a certain degree. Many people have worked hard to get business to listen to what many people have been saying even before I came around seven years ago. I have recognized how important it is to realize limitations and expectations. I have studied, traveled, investigated and paid some dues (both monetarily and personally) to achieve a position in my community as many of my colleagues have. So believe me when I say to those trying to get into this field now, you better be damn good at what you do, and ALMACA needs to find a way to recognize this.

## Second Western Regional Conference Held April 11-13

(Cont'd from p. 1)

Jerauld Miller, publisher of *Alcoholism, The National Magazine*, spoke to the dinner crowd on the topic "Big Brother and the Victory Gin."

Friday's panels were titled "EAP/Treatment: Is There a Marriage?" and "Women's Issues." The first discussion was moderated by Dr. Rick Vesper, Manager, Special Health Services-West, TWA, Los Angeles. Also contributing were: Steve Pyron, Assistant Administrator, Starting Point of Orange County, Costa Mesa; Dr. Bill Hazle, Medical Director, Monte Villa Hospital; and Jack Donnellan, EAP Coordinator, Transport Workers Union Local #505, Burlingame, CA. This discussion reportedly generated the strongest interaction.

Debra Whiting, Division Manager, Counseling Consulting Systems, Santa Clara, CA, and incoming ALMACA Santa Clara Valley Chapter President, provided the opening statements for the "Women's Issues" discussion. Other panelists included: Gail Chase, Alternatives for Women, Northridge, CA; Laura Lloyd; and Deborah Smith, Executive Director, California Women's Commission, Inglewood.

The conference was concluded with a luncheon and recap of events by Duane

Rogers, who specified issues that remain unsettled. George DuWors provided conference coverage for *THE ALMACAN* and says, "the discussions were lively, intense, and open-ended." He adds cautiously, however, "The answer to many of the toughest questions in the field is still that there is no answer."

## Testimonial Dinner for John Matthews

A testimonial dinner has been announced in honor of John P. Matthews. It is scheduled for Thursday, June 21 at the Marriott Hotel in Burlington, Massachusetts. A reception will be held from 6-7 in the evening, and dinner will begin afterward. Proceeds will go to the John P. Matthews Scholarship Fund.

John is presently a consultant for Mediplex at Spoffard Hall. He is former owner of Beech Hill Hospital in Dublin, New Hampshire, one of the first alcohol treatment centers in New England.

For more information on the testimonial dinner, contact Jack Connors, c/o Com/Energy, 675 Massachusetts Avenue, Cambridge MA 02139; (617) 864-3100.

## NIAAA Seeks Research Grant Applicants

Seeking to expand and strengthen its extramural research programs, the National Institute on Alcohol Abuse and Alcoholism (NIAAA) has announced that it is seeking research grant applications.

Under the New Investigator Research Award program, awards will be targeted to attract new individuals to the alcohol research field who have not previously received NIAAA funding. Within seven areas of activity, including epidemiologic research and treatment and alcohol research, projects focusing on alcohol-related problems of women, adolescents and youth, the elderly, and minority ethnic groups are of particular interest to NIAAA.

Applications must be received by November 1, 1984.

PHS 398, the standard research grant application form, must be submitted for funding requests, except state and local government agencies, which file PHS 5161. Application material may be obtained from the National Clearinghouse for Alcohol Information, P.O. Box 2345, Rockville, MD 20852.

The Clearinghouse can also provide information on other research and related programs that may be of interest.

# Fossen: Right Person, Right Time, Right Job

(Cont'd from p. 1)

America and Kansas City chapters, helped orchestrate one of the first broadbrush EAP conferences in 1977, held in Wichita, Kansas, and was a principal coordinator of the first Central Regional Conference in 1982.

As treasurer on the National Executive Committee Board during the 1981-82 term, he gained notoriety for his devout fiscal prudence.

Peer joined the national ALMACA staff in September of 1974 for one year. Hired initially as field coordinator, he was subsequently promoted to associate director. During his brief stay, his accomplishments included:

- providing consultation to professionals in the occupational alcoholism field;
- supervising a research project probing various aspects of occupational alcoholism programming, under a grant from NIAAA;
- editing *THE ALMACAN*;
- spearheading a membership recruitment drive, in part to establish more local chapters; and
- delivering addresses, and participating in seminars and workshops on occupational programming.

Ever mindful of other alcoholism-related organizations, Peer was also a member of the National Council on Alcoholism, the International Council on Alcohol and Addictions, and had been an Alcoholics Anonymous member since 1967.

The biography of his circuitous professional career reads like *Gulliver's Travels*. He obtained his Bachelor of Arts degree in Business Administration in Norway (1948), and later studied Advanced English and Business Law at American University in Washington, D.C. (1953-55).

He was a World War II veteran with the Norwegian Army, and was a member of the underground resistance during the German occupation of Norway.

Prior to departing for the United States, he worked three years as a newspaper reporter for a Norwegian daily while attending college. After admittance into the United States, he worked four years as a shore operator and chartering trainee for two New York-based shipping companies. Through the 1960s, he worked for several firms and government agencies as either editor or public relations manager.

In 1970, his attention shifted toward the employee assistance field. Peer was hired as employee counselor for Western Electric Company in San Francisco, a position he held until joining the ALMACA staff. While there, he maintained responsibility for up to 5,000 employees at a time.

In 1975, Peer joined the medical department of Trans World Airlines, in Kansas City, Missouri, as manager of Special Health Services. During his six-year tenure, he negotiated an extended coverage contract with TWA's insurance carrier for alcoholism and drug abuses, and designed an EAP for its 36,000 employees in conjunction with a labor/management committee. His program contributed to the establishment of Federal Aviation Administration and airline industry standards for rehabilitation and recertification of air crew members recovering from alcoholism.

In November 1981, he became corporate coordinator of Special Health Services for Caterpillar Tractor Company, Peoria, Illinois. He assumed responsibility for its alcoholism program until his death.

Peer is survived by his wife, Isabelle, his parents, The Rev. and Mrs. Trygve Fossen (in San Bernadino, CA), his three sons, two daughters, four step-daughters,

two brothers and one grandson.

During Peer's years in the midwest, he befriended Gary Fair, current president of the Mid-America Chapter. As one of his mentors, Gary says that, "Peer had a tremendous amount of integrity. He brought an honesty to the field at a time when it was greatly needed."

Former ALMACA president Ed Small recounts his treasurer, who adhered to orthodox monetary standards, in this way: "Peer was fiscally very conservative, and when we took over ALMACA, we were surrounded by fiscal liberals. Peer took great pride in the fact that the organization was in such good financial shape when we stepped down."

Upon further reflection, Ed adds: "I hope that as an organization, we continue to be blessed by the right person at the right time for the right job, as we were with Peer Fossen." □

## O'CONNOR (cont'd)

need the additional revenue to expand ALMACA's services and enlarge our financial base.

In order for this Organizational Membership Campaign to meet with success, Mike O'Brien and Jack Hennessy need the help of every one of our members. Please contact them if you have any suggestions for membership prospects, or any ideas concerning to overall project and related details. If we all pull together on this, we will be victorious. And, we will progress that much closer to our (ultimate) 1990 goal. □

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## Chapter Formed In North Florida

### Occupational Committee Seeks Strong National Ties

ALMACA welcomes a new local chapter to its ranks. Called the North Florida Chapter, it was officially installed on April 9. Its major cities include Jacksonville, Tallahassee, Orlando, and Daytona Beach.

Formation began last November with monthly meetings. Approximately 35 persons are local ALMACA members, about one-half of them being individual members. Membership recruitment will be intensified shortly, but explains Charter Chapter President, Bob Appleby: "Once we feel that we're organized enough, we'll begin inviting more industry and more professionals." He adds that for now the emphasis is on "legwork."

Along with Appleby, some of the members are on the Florida Occupational Programming Committee. They pursued ALMACA membership to communicate with EAP professionals on a broader scale. "It just seemed to me that we had a very local focus, although the Committee was good for local issues and for local networking," explains Appleby. "We felt we needed a stronger tie to national ALMACA."

The North Florida Chapter will stage several events in coming months to stir more local interest in EAPs, which include "Employee Awareness Day," "Employee Assistance Programming Day," and "Alcohol Awareness Week," beginning October 4. Appleby established direct contact with other ALMACA chapters during a Southern Region chapter presidents meeting in Atlanta, GA on May 2.

The new chapter officers are:

President, Bob Appleby, Center for Health Promotion at Riverside Hospital;  
Ted Kemp, RPM Systems;

Leslie Freeman, Center for Health Promotion at Riverside Hospital and  
Mary Coppedge, Jones College.

All work in Jacksonville, FL. □

### Working Women Project

Under an LBIC grant, the Alcohol and Drug Problems Association of North America (ADPA) has launched a major program on alcoholism, focusing specifically on the working woman.

ADPA is a professional and service organization representing more than 10,000 professionals in the alcoholism and drug abuse treatment, education, prevention and research fields. It is organized through various special interest sections, including the North American Women's Commission on Alcohol and Drugs.

Guided by an advisory committee formed for this project and funded by the Licensed  
(Cont'd on p. 7)

# California Health Care Legislation

The following is a legislative bill currently before the State of California Assembly. It concerns health care coverage, with specific mention of counselling and rehabilitation for alcohol or drug abuse in Section 2. ALMACA is interested in feedback from the membership on AB3341, and would like to know about similar proposals in other states. Please forward your comments to the national ALMACA office.

AMENDED IN ASSEMBLY APRIL 2, 1984

CALIFORNIA LEGISLATURE—1983-84 REGULAR SESSION

ASSEMBLY BILL

No. 3341

Introduced by Assembly Member McAlister

February 16, 1984

An act to add Section 1346.7 to the Health and Safety Code, and to amend Section 740 of the Insurance Code, relating to health coverage.

LEGISLATIVE COUNSEL'S DIGEST

AB 3341, as amended, McAlister. Subject: Health coverage.

Under existing law, any person or other entity which provides coverage for specified health care services is presumed to be subject to the jurisdiction of the Department of Insurance unless it shows that it is subject to some other agency of the state or the federal government. However, that provision does not apply to health care service plans.

This bill would provide that any person or other entity which only provides coverage for emotional or behavioral health services is similarly presumed to be subject to the jurisdiction of the Department of Insurance. It would provide that services may be provided by such an entity only by specified persons. It would require the Department of Insurance to provide a list of the persons or entities that only provide coverage for emotional or behavioral health services that are not subject to the jurisdiction of another agency. It would also require the Commissioner of Corporations to prepare and maintain a list of those entities that are health care service plans that only provide coverage for emotional or behavioral health services that are not subject to the jurisdiction of an agency other than the Department of Corporations.

Vote: majority. Appropriation: no. Fiscal committee: yes. State-mandated local program: no.

The people of the State of California do enact as follows:

SECTION 1. Section 1346.7 is added to the Health and Safety Code, to read:

1346.7 The commissioner shall prepare and maintain a list of every entity described in subdivision (a) of Section 740 of the Insurance Code that is a health care service plan that only provides coverage for emotional or behavioral health services that are not subject to the jurisdiction of another agency of this or another state or the federal government and that the commissioner knows to be operating in the state. There shall be no liability of any kind on the part of the state, the commissioner, and employees of the department for the accuracy of the list or for any comments made with respect to it.

SEC. 2. Section 740 of the Insurance Code is amended to read:

740. (a) Notwithstanding any other provision of law, and except as provided herein, any person or other entity which provides coverage in this state for medical, surgical, chiropractic, physical therapy, speech pathology, audiology, professional mental health,

dental, hospital, or optometric expenses, or any person or other entity which only provides coverage in this state for emotional or behavioral health services, including, but not limited to, **counseling and rehabilitation for alcohol or drug abuse, crisis intervention, or brief treatment for psychological problems**, whether such coverage is by direct payment, reimbursement, or otherwise, shall be presumed to be subject to the jurisdiction of the department unless the person or other entity shows that while providing such services it is subject to the jurisdiction of another agency of this or another state of the federal government.

(b) A person or entity may show that it is subject to the jurisdiction of another agency of this or another state or the federal government by providing to the commissioner the appropriate certificate or license issued by the other governmental agency which permits or qualifies it to provide those services for which it is licensed or certificated.

(c) Any person or entity which is unable to show that it is subject to the jurisdiction of another agency of this or another state or the federal government, shall submit to an examination by the commissioner to determine the organization and solvency of the person or the entity, and to determine whether or not such person or entity is in compliance with the applicable provisions of this code, and shall be required to obtain a certificate of authority to do business in California and be required to meet all appropriate reserve, surplus, capital, and other necessary requirements imposed by this code for all insurers.

(d) Any person or entity unable to show that it is subject to the jurisdiction of another agency of this or another state or the federal government shall be subject to all appropriate provisions of this code regarding the conduct of its business.

(e) The department shall prepare and maintain for public inspection a list of those persons or entities described in subdivision (a) which are not subject to the jurisdiction of another agency of this or another state or the federal government and which the department knows to be operating in this state, *including a separate list of persons or entities that only provide coverage for emotional or behavioral health services*. There shall be no liability of any kind on the part of the state, the department, and its employees for the accuracy of such list or for any comments made with respect to it.

(f) Any administrator licensed by the department who advertises or administers coverage in this state described in subdivision (a), which is provided by any person or entity described in subdivision (c), and where such coverage does not meet all pertinent requirements specified in this code and which is not provided or completely underwritten, insured or otherwise fully covered by an admitted life or disability insurer, hospital service plan or health care service plan, shall advise and disclose to any purchaser, prospective purchaser, covered person or entity, and any production agency licensed by the department involved in the transaction, all financial and operational information relative to the content and scope of the plan and, specifically, as to the lack of insurance or other coverage.

Any production agency obtaining knowledge of any coverage relative to the content and scope of a hospital service plan or health care service plan, as required under this subdivision, shall advise and disclose to any purchaser, prospective purchaser, covered person or entity, such knowledge regarding the content and scope of the plan and, specifically, as to the lack of insurance by an admitted carrier or other qualified plan.

(g) A health care service plan, as defined in Chapter 2.2 (commencing with Section 1340) of Division 2 of the Health and Safety Code, shall not be subject to the provisions of this section.

(h) The department, until January 1, 1985, shall notify, in writing, the Commissioner of Corporations whenever it determines that a multiple employer trust qualifies as a health care service plan subject to Chapter 2.2 (commencing with Section 1340) of Division 2 of the Health Safety Code.

(i) *Any person or entity that only provides coverage for emotional or behavioral health services, and that does not provide those services to employees through other full-time employees of the same employer, may provide those services by a person authorized by law to provide those services and who is licensed as a physician and surgeon pursuant to Chapter 5 (commencing with Section 2000 of Division 2 of the Business and Professions Code, a psychologist pursuant to Section 2948 of the Business and Professions Code, a clinical social worker pursuant to Section 9041 of the Business and Professions Code, or a marriage, family, and child counselor pursuant to Section 4980.50 of the Business and Professions Code, or who is licensed as a registered nurse pursuant to Chapter 6 (commencing with Section 2700) of Division 2 of the Business and Professions Code and who possesses a master's degree in psychiatric-mental health nursing and two years of supervised experience in psychiatric-mental health nursing, at such time as the State Board of Registered Nurses produces and maintains a list of those psychiatric-mental health nurses who possess a master's degree in psychiatric-mental health nursing and two years of supervised experience in psychiatric-mental health nursing, or who is authorized to provide those services as personnel of an alcohol program certified pursuant to Section 11831 of the Health and Safety Code.* □

## Working Women (Cont'd.)

Beverage Information Council, ADPA prepared the innovative booklet, "Some Thoughts about Drinking: For Women in the Workplace." This publication is now being released through the ADPA membership. The ADPA publication provides up-to-date factual information of particular interest to women, differentiates between social drinking on the one hand and alcohol abuse problems on the other hand, and offers a message of help and hope that those suffering with alcoholism can be treated and can recover.

The advisory committee for this project is chaired by Dr. Margaret Clay, who is a social psychologist and a member of the ADPA Board of Directors. The publication was reviewed by a network of more than 90 professionals and is based on a substantial collection of scientific and professional literature, which will be useful to future ADPA efforts in this area.

A unique feature of the public announcement on this project is the use of satellite communications. Television stations will receive a free video news release fed on April 12 by the Westar IV satellite for unrestricted use. The release includes a two-minute prepared news story and extra footage showing women in workplace settings, as well as experts including John Volpe, Ph.D., a consultant, and Barbara Feuer, Association of Flight Attendants. Thus TV stations are presented with all the ingredients for a solid story, with an opportunity to localize the emphasis with their own reporters. □

## Moore Data Offers Software to Health Care Field

On April 13 Moore Data Management Services, the database publishing division of Moore Business Forms, Inc., released *Softwhere*, the most complete and current catalog of software programs designed specifically for the health care field.

The catalog contains over one thousand program listings from several hundred software vendors, categorized into 14 areas. The *Softwhere* catalog contains complete descriptions of each program, as well as price, training, support, hardware, operating system, source language, and more—for easy comparison among packages.

Priced at \$39.95, the catalog will be marketed to health care administrators and professionals across the country as the finest tool available in locating and comparing health care software.

Moore Data Management Services are producers of industry-specific software catalogs and are now bringing their services to the health care industry.

For more information write Softwhere, Moore Data Management Services, 1660 South Highway 100, Minneapolis, MN 55416. □

## Gordon exemplifies Model EAP for Teachers

Review written by:  
Henry S. DiStefano, Ph.D.  
Professor of Anatomy  
College of Medicine  
State University of New York  
Upstate Medical Center  
Syracuse, New York

A new film, *Gordon*, to promote the Employee Assistance Program (EAP) among faculties in the educational setting has been released by Motivision, Ltd., distributor of the *The Dryden File*.

*Gordon* is a dramatic film of excellent technical quality in which the characters are superbly portrayed by a group of actors and actresses who made me feel that I had met each and every one of them at some time during my 35 years of academic life. This is the first of many films dealing with EAP which I have seen that is applicable to the academic setting, and the first such film program reaching the "hard-to-reach" faculty member who prefers to distinguish himself or herself from the non-teaching "employee staff." It demonstrates alternate approaches that are useful to encourage a member of the teaching profession, whose personal problems have led to a deteriorating work performance and dereliction of professional responsibilities, to seek the aid of EAP. This is done by

having two different endings; one demonstrating the self-referral approach, the other, the supervisory "constructive confrontation." A major plus is the fact that at no time during the showing is there any reference made to a specific personal problem.

*Gordon* is intended for viewing by all members of the teaching profession and school administrators, including both those involved in higher education and in K-12 school systems. Ongoing EAPs can utilize this film to promote and expand their present programs since it will heighten the visibility of those programs which offer confidential help to all faculty members. In addition, independent EAP promoters can use it to propose faculty assistance programs for educators in institutions where none are present.

This training drama tells the story of an otherwise accomplished and valuable faculty member whose effectiveness as a teacher and value to his department has diminished. He has become a liability to his department. Gordon begins to arrive late to his classes, frequently fails to show up—leaving his classes uncovered, dismisses his classes early, and neglects his obligations as student advisor and as chair of an important departmental faculty com-

mittee. As a result, his chairman begins to receive complaints from students and from colleagues who have had to do his work for him. Thus, the chairman of the department becomes faced with the question of how best to handle the intolerable situation. After several encounters and confrontations with Gordon, the chairman is forced to suggest invoking official action to convince Gordon to seek the help he needs to resolve his problem. In essence, the story demonstrates how faculty leaders and colleagues can carry out their responsibilities and resolve a problem *before* official action becomes necessary.

I also find several other aspects of this film to be significant. It never denigrates Gordon, the troubled teacher. The goal is to make him respected once more by restoring his effectiveness as a teacher, researcher, and colleague. Thus, no one need be defensive about showing the story to any professor or other teacher. In addition, the leading character cannot be dismissed as a unique or exceptional case; i.e. "a bad apple" or "not one of us." He is portrayed, instead, as a typical teacher-colleague. He is believable and easy to identify with. He is an interesting person-

(Cont'd. next page)



Pictured at left is Gordon, a teacher, who discusses complaints against him with another faculty member. At right, author Clark Vaughn.

## Self-Help Book Offers Generic Advice to Drinkers

Review written by:  
Kathryn L. Stockdale  
Consultant, T-Training Associates  
Norfolk, VA

*Addictive Drinking* By Clark Vaughn  
(Penguin Books, \$7.95)

As recovered\* alcoholic and alcohol addiction counselor, Clark Vaughn offers a self-help book for addictive drinkers seeking the road to recovery. Although billed by the publishers as "a new and different approach to problem drinking," this reviewer found little that could be called totally new. Indeed *Addictive Drinking* seems to be an amalgamation of every psychologically oriented self-help book ever written! Everything from *Psycho-Cybernetics* to *When I Say No, I Feel Guilty* is

represented. Even *Dr. Atkins' Super-energy Diet* is quoted—all with an appropriate slant for alcoholism!

Vaughn suggest early on in his book that most alcoholics start life as over-protected children. He views "emotional stress raging out of control" as the major cause of addiction and the compulsion involved to be that of finding relief from unbearable pain. The terms "stress illness" and "stress drinkers" are frequently employed by Vaughn where others might prefer "alcoholism" or "alcoholics".

If some of these views or semantics trouble you, be assured that most of the book is devoted to sound practical advice on day-to-day living for the recovering person. "What do I say when someone offers me a drink?" and issues such as decision-making, goal-setting, leisure time

activities and the importance of AA are covered.

In prescribing this book for a client, you may want to include instructions to consume at least 2 to 3 grains of salt with the sections on hypoglycemia and orthomolecular therapy! It is, however, a readable and comprehensive volume which addresses much of what is known and generally agreed upon regarding recovery. In this respect, it may be most useful and worthwhile reading for the drinker who is motivated to make some positive changes in his or her life. □

\* In the interests of positive self-image, Vaughn departs from traditional AA "recovering" to use "recovered" as appropriate for anyone who has reached new levels of maturity in their personal growth and recovery process.

## Gordon (cont'd)

ality to watch while he maneuvers his way around his "slip ups," yet a person who could be admired if he gets back on the ball.

The unusual double-ending is a very useful device. The story with the self-referral ending can be shown to all teachers, singly or in forum, to remind them that "We have an assistance program. If you have a personal problem, come in. It's confidential!" It's an effective promotional tool for the EAP concept. Over the years, it can be used repeatedly for this purpose.

The double ending provides something more. It bridges the wide gap that exists among the schools and universities across North America. Relatively few have significant EAP programs, a slightly greater number pay lip service to the idea, and some are just starting up. The vast majority may never have heard of the idea.

For those who are unaware, the basic film plus the self-referral ending offers an effective *introduction* to the EAP concept, particularly in the hands of EAP consultants everywhere who have been seeking ways to break into the education area.

Naturally, where a serious program already exists (or one trying to become serious), the second ending of *Gordon*, which so aptly demonstrates a faculty leader doing his job the right way, could turn out to be a classic training model akin to Matt in *The Dryden File*. The suspense over whether he is going to succeed is sustained to the last moment.

There is another advantage to the two endings. There still exists a significant difference of opinion as to which approach is best for introducing educators to the concept of an EAP; whether (a) to encourage self-referral or (b) to introduce a stronger model featuring referral by the supervisor, department chairperson or principal, dean, superintendent, etc.. The film *Gordon* avoids the issue by offering the alternative approaches. Thus, the introduction of EAP into many colleges and school districts can occur without lengthy argument over which approach is more effective. This also means the same training tool can cover a whole spectrum of experience levels as the institution's EAP matures from infancy to that of a seasoned program with proven strength. Some of us plan to use both *Gordon* endings with the same audience. We plan to stop the film after the self-referral ending and ask the audience of professional educators . . . "What if the student had not exploded Gordon's self-esteem?" What if Gordon had not decided to take advantage of the EAP and refer himself?" After the question and answer period, we expect to show the second ending and one of the possible consequences—the threat of official action—which, of course, should be the choice to avoid.

Thus, this film program will be used in many different ways; from selling the con-

cept of EAP to aiding in its introduction, and finally, to training education officials.

In many teaching institutions, the academic professional may not identify easily with the staff person (secretary, custodian, administrative clerk, etc.) for whom *The Dryden File*, *Weber's Choice*, and *Call Walsh* films were effective training tools. For the first time, we have a format in which the teaching professional may identify directly with EAP—through a Faculty Assistance Program!

The training guide which is provided with *Gordon* is rather extensive and detailed, yet immediately useable because the questions are organized for discussion

sequentially. The guide is written by James Ansley, PhD, a psychologist and EAP consultant, with A. Jeanne Montgomery, MS, an educator. This guide (as well as the film) should be read and seen by every EAP person outside the field of education trying to enter that domain for the first time.

\* \* \*

*Gordon*, 20 min. with Ending One, 23½ min. with Ending Two; 16mm color film or tape. Produced by Richard S. Milbauer for Milbauer Productions. Available with training guide from Motivision, Ltd., 2 Beechwood Road, Hartsdale, NY 10530. (914) 684-0110. □



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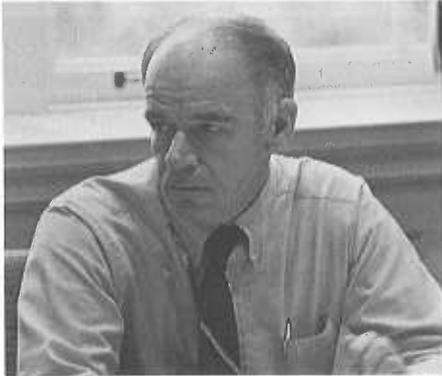
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## Eastern Regional Conference

### All Systems are GO at Hartford

Given the arms-length list of contributing speakers, roster of extracurricular activities, and lavish eight-page brochure, the Sixth Annual Eastern Regional Conference on June 3-6 will be a major highlight of the EAP calendar year.

"Inside the Workplace, EAPs and ALMACA," to be held at the Parkview Hilton Hotel in Hartford, Connecticut, will commence with an opening reception Sunday evening. Monday's opening address includes remarks from ALMACA President



**Charles Pilkington**  
Conference Chairperson

Thomas P. O'Connor, Conference Chairperson Charles F. Pilkington, and Program Chairperson Linda Brouard.

Following will be the keynote panel discussion "Inside the Workplace: Search for Solutions," moderated by Linda Brouard. The remainder of the conference will feature seven blocks of workshops, each of which offers three or four classes for participants to choose from. Issues from across the entire EAP spectrum will be discussed.

An open forum on Tuesday called "Inside ALMACA: Where is the Thunder?" will critically assess ALMACA's role in the EAP field. Other activities will include a banquet after the forum, an Eastern Region chapter presidents meeting on Monday, followed by evening entertainment for all conference participants, and

a Wednesday awards breakfast paying special tribute to deceased legislative chairman Jim Edwards.

Sports buffs will be delighted at the collection of offerings available to them. On Sunday, a block of advance reservation tee-off times at a local golf course has been arranged, and a round-robin tennis schedule set up. The YMCA, across from the Hilton, offers racquetball, swimming and other sweatbreaking activities.

The Fun Run/Walk on Tuesday will cap



**Linda Brouard**  
Program Chairperson

the athletic parade of events. Hopefully, it will snare the best athletes—and those just looking to join in the fun. The categories of races are a five kilometer run, 10 kilometer run, and one mile walk. All competitors will receive a tee shirt.

With all significant conferences comes heavy advertising support. A large exhibit gallery will feature about 40 booths. Exhibit Chairperson Judith Evans indicates that available booth space has been sold out for months, with interested exhibitors from beyond the borders of the Eastern Region. Booths have been reserved by groups from Maine to Alabama.

Meticulous preparation usually leads to favorable results. By all indications, in early June all east coast roads for EAP professionals will lead to Hartford. □

## In Washington . . .

The Washington D.C. Chapter of ALMACA's first local conference was held on April 26, at the conclusion of the cherry blossom season, and appropriately titled "Blossoming in the American Workplace: Employee Assistance Programs." Held at the Arlington, VA Hyatt Hotel, about 100 persons attended.

Chapter President Linda Crawford, of the Caron Foundation, provided the opening remarks. The morning keynote speaker was David Borden, Manager of Employee Relations, Black and Decker Corporation, in Westminster, MD. He described B&D's program development and reviewed its benefit package.

The film *Epidemic: America Strikes Back* (the EAP version) was shown. Afterward, Dr. Barton Pakull, Chief Psychiatrist for the Federal Aviation Administration, discussed the benefits of EAPs from a safety standpoint, and David Evans, Esq., presented the legal concerns and regulatory requirements of EAPs. Evans is chairman of the American Bar Association's Committee on Alcoholism and Drug Law Reform.

Dr. Gary Graham, Medical Director for the Kemper Insurance Group, provided the luncheon address. Citing Kemper's policies, he conveyed the benefits of EAPs



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## . . . EAPs are Blossoming

from an insurance perspective, adding that they offer distinct human relations and economic advantages. He was introduced as a "man that can even make insurance entertaining," and the audience concurred, based on its ovation.

Program options for area employers were discussed in the afternoon session. Representatives from area EAPs examined some merits and problems associated with various approaches to programming. The first approach was management's viewpoint, presented by Dr. Mary Mitchell, of Washington Hospital Center's EAP. She described the problems of offering EAP services to a diverse health care organization. Susan Bianchi Sands, Vice President of

the Association of Flight Attendants, shared a union-based approach to providing peer assistance.

Prince George's County Maryland Public Schools EAP was used to exemplify a joint labor-management approach to programming. Representing Prince George's County were Susan Bieniasz, Immediate Past President of the Board of Education, Harold Shaw, Associate Executive Director of AFSCME Local 2250, and Paul Otto, EAP Director for the Prince George's County Public Schools.

Lectures on services for small businesses closed the conference. Two distinct service delivery approaches were discussed: the consortium model, and con-

tract services model. Mr. William Perkins, President of the Old Dominion Printing Company of Alexandria, VA, presented the method used by Alexandria EAP, Inc., a consortium of businesses and organizations in suburban Washington, D.C. It, in turn, is under contract to COPE, Inc. Richard Betts, President of the Association of Employee Assistance Program Practitioners, described how contract services are provided.

Conference Chairman Jim O'Hair credited the success of the conference to "a coordinated, cohesive effort by a dedicated Planning Committee." The committee members included: Linda Crawford, Caron Foundation; Paul Otto, Prince George's County Schools EAP; Marilyn Sneiderman, AFSCME; Stuart Brownell and Robert Witt, Melwood Treatment Farm; Jon Lobe, Federal Communication Commission EAP; and Mary Peabody, Institute for Human Resources. □



Pictured at the Washington D.C. Chapter's first conference (l-r) are: Paul Otto, Susan Bianchi Sands, David Evans, and Mary Peabody.

THE ALMACAN thanks Jim O'Hair for his report of the conference.

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# The People and Places of Colorado

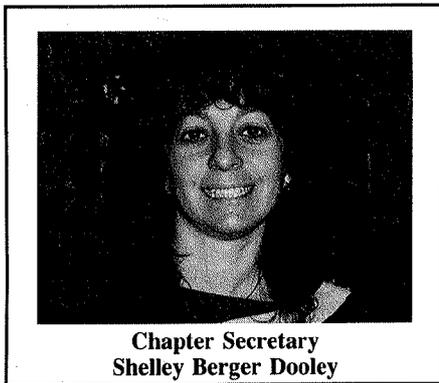
by Judy Vaughn

(Second in a series)

"So, what's a nice New York girl like you doing in the west?" I asked.

"So, ask my sister what she's doing here. I came here because after visiting her six years in a row, I could no longer resist the mountains, the people and the casual atmosphere. The mountains are spectacular, sure—but the weather is a treat. It's mostly mild, mostly sunny, even when there is snow on the ground. So, ask a New Yorker another dumb question!"

Shelley Berger Dooley flashed her bright smile, which makes people around her think that she may be responsible for part of Colorado's sunniness! Shelley is the employee assistance program representative for Storage Technology Corporation (STC), a fast-growing "Fortune 500" high tech company located in Louisville (pronounce the "s"), between Denver and Boulder. Shelley is the secretary of Colorado's ALMACA Chapter.



Chapter Secretary  
Shelley Berger Dooley

Part of Shelley's love of Colorado is for her home in Boulder. Boulder began in 1858 as a gold and silver mining town. Today, it is considered a "haven" for skiers, climbers, hikers, joggers, alternative life styles, cyclists, artists, new-thinkers, students, government workers, trends, street people, health addicts, lovers. It considers itself, likely with good reason, the technical and scientific center of Colorado and is the home for IBM, STC, Ball Brothers, Beech Aircraft, the National Center for Atmospheric Research, the U.S. Commerce Department, National Bureau of Standards and the University of Colorado . . . not to mention Celestial Seasons Tea. The downtown shopping district has been converted to a brick mall, lined with Victorian buildings. It's about a half-hour's drive from Denver and well worth a trip.

Shelley also considers Colorado's hot-water springs another attraction. Glenwood Springs (probably a three-hour drive from Denver) is an elegant turn-of-the-century spa, featuring Hot Springs Pool, one of the world's largest natural warm water swimming pools, with average tem-

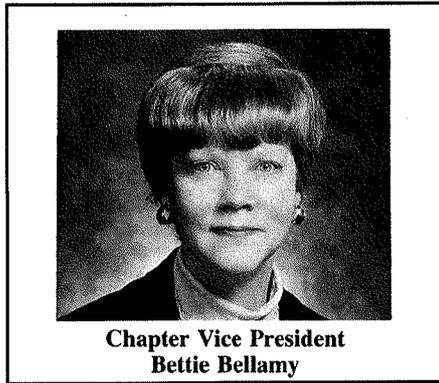
peratures of 85-95 degrees. With reservations, it is also possible to catch the train to Glenwood Springs. It is beautifully located in the midst of aspen country to delight autumn visitors.

Closer to Denver is another hot springs site, Idaho Springs (32 miles west of Denver). It is said that the springs were discovered by an Indian chief who declared them sacred and "the healing waters of the Great Spirit."

Manitou Springs, adjacent to Colorado Springs, is another spa area with mineral springs. It has many attractions to offer, including Pikes Peak Cog Railroad, the highest cog railroad in the world going to the summit of Pikes Peak (or you can drive to the Peak by highway).

\* \* \*

Bettie Bellamy, staff specialist for the Mountain Bell Employee Assistance Program, and vice president of the Colorado ALMACA Chapter, is a Colorado native.

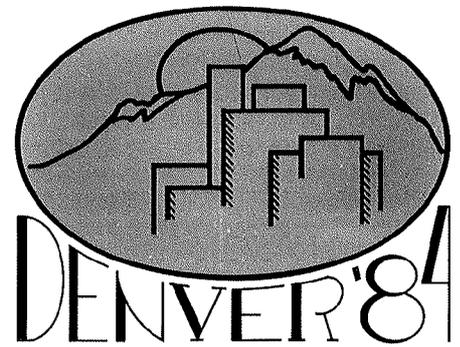


Chapter Vice President  
Bettie Bellamy

She attended Colorado College in Colorado Springs and the University of Northern Colorado in Greeley.

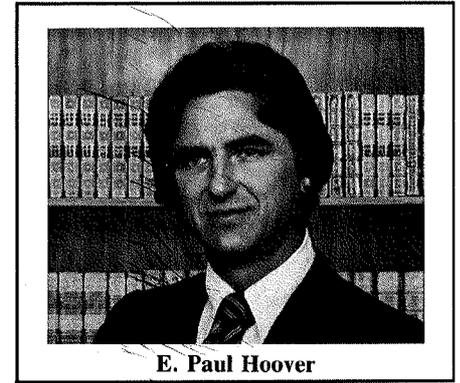
One of Bettie's favorite Denver things-to-do is to go to the Denver Center for the Performing Arts, which includes the first fully in-the-round symphonic halls in the nation. There are also three theaters for resident acting companies, another for Broadway road shows, a film institute and a shopping promenade. She doesn't tell you that she trained in ballet for a good long time in her youth and so supports the Colorado Ballet Company when she has time. She will tell you about her enjoyment of the performing arts, including some of the area's excellent theater groups and dinner theater.

For nostalgia's sake, Bettie believed we should point you toward the Daniels & Fisher Tower, located at the end of the 16th Street Mall in downtown Denver. "Did you know that at one time that 325-foot structure was the third highest building in the United States?" (That's the kind of thing that natives and tourists know!). The D&F Tower has survived many new-



look renovators with its affectionate fan-club; it currently houses offices and condominiums. The 16th Street mall (Denver held a contest for naming the Mall, but it seemed that everyone was so used to calling it the Sixteenth Street Mall, all other creative efforts sounded very flat and cutesy) is a mile long and is considered the principal shopping district of downtown Denver. Usually there are special events occurring up and down the length of the Mall. Free shuttle bus service helps access the area.

Bettie also suggested that a visit to the



E. Paul Hoover

Navarre was in order. The Navarre (downtown Denver) has a colorful history, which is the way writers tastefully suggest that a house of prostitution once operated there in Denver's more boisterous days. It opened 1984 with a new collection of western art.

You might also be interested in the Basilica of the Immaculate Conception, which was built in 1902 and is number 29 of the Basilicas in the United States. Bettie also suggested that we mention the Pioneer Statues, on the island at Colfax Avenue and Broadway, which are worth noting as you drive by. They honor the pioneers who settled this part of the west.

\* \* \*

"How did I get to Colorado? I drove from Maryland in a Celica GT, a blue and white one actually. You can do the drive, nonstop, in 26 hours. However, you'd better plan a few hours' sleep on arrival."

"Swell, Paul," I growled. That really didn't answer how E. Paul Hoover had come from being a teller at the Bank of Montreal (born in Canada) to the minister

## People and Places (Cont'd.)

of the Kalamazoo Missionary Church to the Air Line Pilots Association to being a private EAP consultant in Denver, an administrative and training specialist and, now, the marketing director for the CareUnit at Denver's Mercy Medical Center.

He was more specific, however, about why he likes Colorado. "It is a great outdoor recreational state of magnificent contrasts: Black Canyon of the Gunnison National Monument (southwest Colorado) is a miniature Grand Canyon; the Great Sand Dunes (south/central Colorado) make Southern Lake Michigan Dunes seem like anthills. The Colorado Rockies inspire more desire for nature's grandeur; the fall aspen colors are overwhelming and the many mountain rivers stimulate the adrenaline of anyone who likes to fish."

In Denver, Paul recommends a visit to the Dever Mint, the largest depository of gold bullion outside of Fort Knox; makes coins; a tour of the Capitol Building (you'll spot the gold-leafed dome; the 13th step is exactly one mile high); a tour of Coors (nation's largest single brewery and also the site of an excellent employee wellness center); and the Molly Brown House, home of the "unsinkable Molly Brown"—the original, not Debbie Reynolds.

The Air Force Academy, south of Denver in Colorado Springs, is a must, according to Hoover. About an hour from Denver, it is situated at the base of the Rampart Range Mountains, just a short distance from Pikes Peak and is open to visitors. The Academy Cadet Chapel is a national landmark. Go on to Colorado Springs for more adventures: The Prorodeo Hall of Champions and Museum of the American Cowboy is worth a trip. To whet your appetite for resort living, stop and look at the Broadmoor Hotel with its range of activities and fine living experiences. The Cheyenne Mountain Zoo is located at 6800 feet on Cheyenne Mountain and is truly enjoyable. NORAD (North American Air Defense Command) is also located at Cheyenne Mountain. A visitor center for NORAD is located at Peterson Air Force Base, east of Colorado Springs. Actually, the list for Colorado Springs and environs will keep you busy for several days.

Paul also suggests Aspen, Glenwood Springs and Maroon Bells (Independence Pass if it is open) for beautiful fall colors and a relaxing long distance trip from Denver, before or after the conference. □

\* \* \*

*Judy Vaughn, writer of the series, is co-owner and program manger of Corrections Evaluation and Treatment Program in Denver; also a marketing consultant, freelance writer, trainer, and past secretary of the Colorado ALMACA Chapter.*

**ALMACA '84  
October 2-5**

## Von Wiegand Award Nominations Accepted

ALMACA President Thomas O'Connor has announced that nominations are being accepted for the sixth annual Ross Von Wiegand Award, the highest honor accorded an organization for its labor-management EAP program.

The Awards Committee has been selected and will review all applications. Nominations must be accompanied by a 100-150 word statement describing aspects of a company's EAP program that merit its selection. This report should incorporate elements of both labor and management participation. The deadline for submissions is June 22. Interested organizations should mail them to the Awards Committee, c/o the national ALMACA office and forward a copy to the Regional Representative.

The selection will be announced in the September issue of *THE ALMACAN*, and the award presentation will be made at the National Meeting in Denver.

Last year's winner was ALCOA, whose employee assistance program is managed by Bill Perryman. Previous recipients include:

1982—U.S. Postal Service  
1981—United Airlines  
1980—Western Electric  
1979—General Motors

This annual award is a tribute to Mr. Ross Von Wiegand, one of ALMACA's founders. In 1971, he was director of Labor Management Services for the National Council on Alcoholism. In large part because he recognized the need to form a peer group through which occupational alcoholism administrators and counselors could share experiences, ALMACA earned its birthright. Not only did he help ALMACA define its initial objectives, he

## Dinner Theatre in Century-old Setting

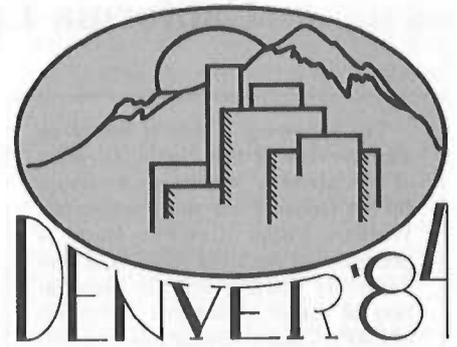
Ever wonder what it's really like to walk the streets of a pioneer days western town, or see an old-time playhouse performance? ALMACA's Entertainment Committee thinks it has found the perfect setting for nostalgia buffs.

The lighter side of ALMACA's Annual Meeting will feature a slate of leisure time activities. The Entertainment Committee has arranged for an evening of theatre, shopping and dinner at the historical Heritage Square Opera House in Golden, Colorado on Wednesday, October 3.

The Victorian-styled playhouse hosts performances of melodrama and vaudeville interpretations in an 1880s setting. Critics have offered these laudatory remarks:

"... More than ever the best place around to haul out-of-town visitors who expect to be entertained."

The Golden Daily Transcript



subsequently supervised the development of many early occupational alcoholism programs. □

## 40% Air Fare Discounts

ALMACA has made special arrangements with United Airlines for discount coach fares to and from the Annual Convention. A 40% savings is available by calling toll-free 800-521-4041. Identify yourself as a Convention participant and provide the ALMACA Convention number: 473-I.

Calls must be made to the United Convention Desk from Monday through Friday, 8:30 a.m. to 8:00 p.m. EDT. The rates are available only to persons in the 48 continental states, and apply from September 28 to October 8, although no minimum of stay is required.

Tickets may be purchased through an authorized travel agency, but reservations must be made with the Convention Desk. A form of payment must be specified.

One note of caution: United Airlines informs us that because of the current "air fare war," there may be sporadic and short-lived discount fares from specific cities to Denver. United's convention specialists can be of help in this regard. □

"... If you like fun and you want to get away from your troubles, there is not much more entertainment anywhere ..."

The Rocky Mountain News

A block of 220 seats has been reserved in the Opera House, which has a 365-person capacity. Arrangements are being made for bus transportation from the Denver Hilton, site of the convention.

After an early evening dinner, conference participants can leisurely browse through wild west and rodeo shops or attend authentic silent movies before showtime. The cost for the dinner/theatre package, including transportation, is \$25. Reservations can be made on the Advance Registration form, which will be available in June. □

## California Labor Association an Ally to ALMACA

The following article is based on an interview of Bill Healy, Director of the Member Assistance Program for the United Food and Commercial Workers Union (UFCW). Healy is president of both the ALMACA San Fernando Chapter and the Association of Labor Assistance Programs (ALAP). The questioner was Ken Collins, Chairman of the Education and Training Committee of ALMACA's Los Angeles Chapter.

Healy has directed UFCW's program for four years, with 10 years of prior counseling experience. He sets up member assistance programs at UFCW locals and directs their progress. His work has been assisted through a state grant to study behavioral patterns.

Bill Healy can be contacted at: UFCW, 1410 Second Street, Santa Monica, CA 90406.

gional interplay between unions and corporate programs. Now, he envisions ALAP's growth potential one day benefiting ALMACA in terms of union membership and industriousness.

"I think there's a dichotomy there—



Bill Healy

About a year ago, San Fernando Chapter president Bill Healy decided that the involvement of labor in employee assistance services could be revitalized. So he helped found the Association of Labor Assistance Programs (ALAP) last June to boost re-

you're management, I'm labor," says Healy, president of ALAP, which is based in Santa Monica, California. "Labor is weak in ALMACA. We don't have many participants. We would like to see ALAP connect some of the unions into ALMACA, to be a striving force, and work

with management."

Although just cracking the surface, ALAP has deceptively deep roots that originated with ALAP's predecessor, the California Labor Management Program, a defunct state-funded operation which was supervised by the Machinists Union. Commonly known as Cal-Plan, from 1977 to 1980 it utilized state grants to extend employee assistance training at treatment centers to union members on a selective basis. Afterward, when funding stopped, the members met on an informal basis. Cal-Plan's shortcoming, say Healy, was that "we became too exclusive. If you didn't participate in the California Labor Management Program, then you didn't belong to this group."

Last June, the members resolved to loosen the reigns on admittance by welcoming union personnel lacking the training prerequisite. The new fisheye approach to recruitment, along with ambitions for territorial growth, led to the replacement of Cal-Plan with ALAP. "We not only decided to change our name," Healy acknowledges, "but our focus as well. We now have a broader resource base of people with different backgrounds, not just one school of thought."

(Cont'd on next page)

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## ALAP (cont'd.)

Although ALAP presently retains its regional identity, Healy offers this scenario for geographic expansion: "Right now, it's a small group with a nucleus just forming. We just finished our by-laws process, and have recently had our first election of officers." Over the next several years, we hope not only to move to northern California, since interest is there, but to other states. When we come together at local ALMACA meetings, we have a network, and we're opening this up to the whole United States."

Contingent upon ALAP's ability to mobilize more union representatives in member assistance programs, he believes that ALAP's emergence will be a boon—not a bust—for ALMACA. "We hope that ALAP will be an asset to ALMACA in terms of union support, just as treatment people, EAP people and individual providers have been," he says, noting that ALAP's entire membership of about 20 belongs to ALMACA.

The "unity" would be manifested in part through ALAP's ambition to become more active in various facets of the EAP field, such as in treatment provider care, legislation, and education. It plans to participate in conventions and seminars, and Healy foresees ALAP in the eventual role of program presenter, as well.

He also believes that some basic structural differences between labor's program-

ing approach versus management's can further common employee referral objectives. When questioned about whether labor assistance programs could evoke more self-referrals, Healy claims, "I think it only helps. Now that's not always 100%, because there can be times when people who are chemically dependent, aren't trusting anyone, but they'll opt to union over company.

"Also, we work with a lot of warning notices (with troubled employees) before the grievance arbitration process, so we can approach the person and attack the addiction before termination occurs." Healy adds that because rank and file labor people are selected to provide assistance services, a better rapport will frequently result from union involvement.

The success of Cal-Plan as an alcohol/drug abuse program, and rapid evolution of ALAP into a broadbrush organization, is a measure of its popularity in southern California. "We are now open to all types of involvement," says Healy. "We've even had some people with financial problems, and flood victims. We've got to be ready for every type of problem. What we're offering is support. I would like to see other unions go into broadbrush, but I understand why they begin with chemical dependency."

Healy says ALAP will address contemporary issues, and has already deployed countermeasures affecting health care cost containment. Echoing the alarm of other

EAP professionals, he says that the brakes must be applied. "We're going into a lot more outpatient, social modalities instead of acute medical, and getting preferred providers who will give us the service without stinging us. Trust funds burn out after awhile, because many people are caught in revolving doors," he explains. As part of ALAP's solution, "we're expanding coverage for MFCC (Marriage Family Child Counselors) and other counselors who offer quality services."

Haley says the laurels that ALAP eventually reaps will ultimately be determined by the success of macroscopic union goals it has set: working unselfishly amongst themselves while working cooperatively with management. "Perhaps the future will be labor and companies working on joint policy," he speculates. "Labor assistance programs not only help individuals, but help the unity of the union. We are supposed to be people-oriented, but many times that doesn't happen. The unions become more company-wise, sometimes. I say, 'Let's get off those pedestals, let's get back to the working classes.' I think assistance programs will help with this dimension." □

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## "Conferences/Workshops"

### May

The Equitable Life Assurance Society of the United States, in New York City, will be both sponsor and site of the May 31 seminar "Women, Alcoholism and the Workplace." The program will discuss models of effective treatment for women, and the types of intervention being utilized. The Ledger Speaker will be Dr. Sheila Bloom, former NCA medical director, and other speakers will include: Dr. Madeleine Tramm, Amalgamated Life Insurance Company, Barbara Feuer, Association of Flight Attendants, and Mary Bernstein, GTE. The \$35 registration fee includes lunch. For more information, contact Mari Nobles, Program Coordinator, at (212)242-3081.

### June

"Helping Supervisors with Troubled Employees" will be held June 3-8 at Washington College in Chestertown, MD. Held in conjunction with the Institute of Alcoholism and Drug Abuse Studies, the thirty-hour skill-developing course is recommended for personnel specialists, company administrators, trainers, employee assistance specialists, and industrial medical staffs. Charles Myers, C.A.C., Coordinator of Occupational Programs, MD Alcoholism Control Administration, will be the primary instructor. For more information, contact Ludwig L. Lankford, Director, Institute of Alcoholism and Drug Abuse Studies, 201 W. Preston St., 4th Floor, Baltimore, MD 21201; (301)383-3690.

The Johns Hopkins Medical Institutions and The Alcohol Beverage Medical Research Foundation will sponsor the "North American Conference on Alcohol and Highway Safety." Six sessions from June 12-14 will examine three topics: epidemiology of traffic crashes, pharmacology of alcohol, and countermeasures. The Johns Hopkins Medical Institutions in Baltimore, MD will host the activities, from which educational credits may be earned. Call Carlita M. Kearney for further information at (301) 955-3168, or write Program Coordinator, Office of Continuing Education, The Johns Hopkins Medical Institutions, 720 Rutland Avenue, Room 19 Turner, Baltimore, MD 21205.

The Central States Institute of Addiction of Chicago, IL will conduct its "Third Annual June Institute" from June 11-15. The program will be held at Concordia College, River Forest, IL. Additional details and brochure may be obtained by contacting Stella M. Nicholson or Mary E. Wannop-Catelain at (312)266-6100, ext. 352. The Institute's Continuing Education Program is also offering "Courses on Addiction" during its summer term, from

June 18-29. For registration information, call the Academic Dean at Felician College (312)539-1919.

The "New England School of Alcohol Studies" will be held June 17-22 at Keene State College, Keene, N.H. General and Advanced Courses are offered, and 12 presentations will be made on a variety of issues. For more information, contact: Jan Swift Durand, Coordinator, New England School of Alcohol Studies, P.O. Box 317, Clinton, CT 06413; (203)669-8793 or 669-1403.

P.A.C.E. Center, Inc. of Sayville, NY is sponsoring a one-day experimental workshop on psychodrama, and its association to alcohol problems on June 22. Participation fee is \$75. For more information, contact Kathy Ayers at (516)589-3344.

### July

The Albert Einstein College of Medicine, Department of Psychiatry, is sponsoring the "Fifth Cape Cod Institute" from July 2 to September 7 at Provincetown and Eastham, MA. 14 programs are offered. Tuition for the first is \$295, and \$245 for each additional one. CEUs are available. The Institute is also offering a mid-summer symposium titled "Psychotherapy and the Nuclear Threat" from July 27-29. For further information, contact: Office of Continuing Education, Albert Einstein College of Medicine, Montefiore Medical Center, 111 E. 210 Street, Bronx, NY 10467; (212)920-6676.

The Trinity College Department of Education and Counseling in Washington, D.C. is sponsoring a skill-building seminar on EAP issues from July 9-12. Topics include: counseling, diagnosis/referral, chemical dependency, law, supervisor training, administration, labor unions, and marketing. For additional information, contact Dr. Laura Boldrick, Coordinator, Employee Assistance Counseling Program, Trinity College, Washington, D.C. 20017; (202)269-2274 or 2275.

The "27th Annual Institute of Alcohol Studies," sponsored by the Texas Commission on Alcoholism, will be held on July 22-27 on the University of Texas campus. Jean Kilbourne will make the keynote speech, titled "Future Trends." For more information, contact: Laura Burns, Texas Commission on Alcoholism, 1705 Guadalupe, Austin, TX 78701; (512)475-2577.

### August

Lima, Peru will be the site of the "International Conference on Alcoholism and Other Drug Abuse," held from August 12-15. It is sponsored by the Peruvian De-

partment of Health, Peruvian College of Physicians, and San Marcos University. Free presentations are encouraged. Write Dr. Mary Vasquez at VMC Employee Assistance programs, 38760, Northwoods Drive, Wadsworth, IL 60083; or call (312)249-1900 in Illinois, (800)367-7378 elsewhere.

The "Second Annual Institute on the Management of Substance Abuse Services" will be sponsored by Lesley College Graduate School and Bowling Green Inns Foundation on August 14-16. The theme is "The Clinician to Manager Transition." For more information, contact: Dr. Barry Sugarman, Prof. of Mgt., Lesley College Grad. School, 29 Everett St., Cambridge MA 02238, (617)868-9600; or Edwina Flynn at (516)589-3344.

The "North American Congress of Employee Assistance Programs" will be held from August 12-15 in Dearborn, Michigan. For additional details, contact Diane Vella, Congress Coordinator, NAC/EAP, 2145 Crooks Road, Suite 103, Troy, MI 48084; (313)643-9580.

### September

The State of Israel's Ministry of Labour and Social Affairs, in conjunction with the Association for the Prevention of Alcoholism, is sponsoring "The International Congress on Alcohol Dependence: The Family and the Community" in Jerusalem, Israel. Held September 16-21, the Congress will recognize a decade of treatment of alcoholism problems by Israel. For more information, contact: Pnina Eldar, Director Ministry of Labour and Social Affairs, 10 Yad Harutzim Street, Palpiot, P.O.B. 1260, Jerusalem 91000; phone (02)719081.

## New Chapter Officers

### Huron Valley Chapter

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Vice President, Marge J. Middel, Multi-Resource Center, Southfield, MI  
Secretary, Gerald Longuski, United Auto Workers Local 735, Canton, MI  
Treasurer, Paul Bratt, Warehousing and Distribution, GM Corp.

### Northern Ohio Chapter

President, Phil Reed, Ohio Bell Telephone, Cleveland, OH  
Vice President, Tara Hanscom, NAL-AFA, Cleveland, OH  
Secretary, Phil Schneider, Lorain County Council on Alcoholism and Drug Abuse, Inc., Lorain, OH  
Treasurer, John Bohn, The Higbee Company, Cleveland, OH



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## HHS Seeks EAP Role in Employing Disabled

The Department of Health and Human Services (HHS) has set a goal of placing 25,000 developmentally disabled persons in competitive jobs during 1984, and it hopes to draw upon EAP resources to help these new members of the work community.

"We know that EAPs are a growing force throughout the workplace," says Michael Fishman, Director of Employment Initiative in HHS' Administration on Developmental Disabilities. "More and more employers are beginning to see the whole fringe benefit mix, as well as the whole concept of employee assistance as something that can be modified to meet the individual needs of various employees."

The developmentally disabled are persons with severe or chronic impairments resulting from physical or mental disability that began prior to age 22. Their conditions include mental retardation, cerebral palsy, epilepsy, autism, and others. Approximately 3.9 million Americans are afflicted, 1.8 million of whom are of working age.

The Initiative for Employment of Developmentally Disabled Persons was announced on November 28, 1983 by President Reagan, at which time he issued a proclamation declaring 1983-92 as the National Decade of Disabled Persons. By interacting with officials at all levels of government and mobilizing public and private agencies, voluntary organizations, job training and placement resources, the media and corporate leaders, the Department hopes to increase public awareness of the employability and employment needs of the developmentally disabled, and enhance training and job opportunities.

Already, many companies across the United States have training and placement programs for this community. "A typical on-the-job training model that you see in many places is that a company will bring on five or six developmentally disabled individuals as trainees," says Fishman. "They may work in the same kind of job in the company, or they may be in different places at the worksite, doing different things. A local service agency pays for a trainer or job coach that has a responsibility for doing an analysis of the job, to see what the needs or requirements of the job are, and providing the training, which can be quite heavy at the front end, to help the developmentally disabled person become integrated in the setting, and to see if any workplace accommodations are necessary.

"Traditionally, the trainer is paid for from outside the company," he continues, or the company will help support the persons through a shared wages agreement with a service agency, from which developmentally disabled persons most often become available to employers. "The service agency will turn around and pay the individual's wages while in training,

and use the money that's left over to help support the wages of the trainer," says Fishman.

He realizes that EAP counselors, who frequently maintain breakneck schedules, would not replace the trainer or act as an overseer. However, he inquires: "Can



Michael Fishman

employee assistance programs begin to look at some of the needs of integrating developmentally disabled persons into the workplace?"

Many agencies throughout the United States that train developmentally disabled persons are also seeking answers. Rocco

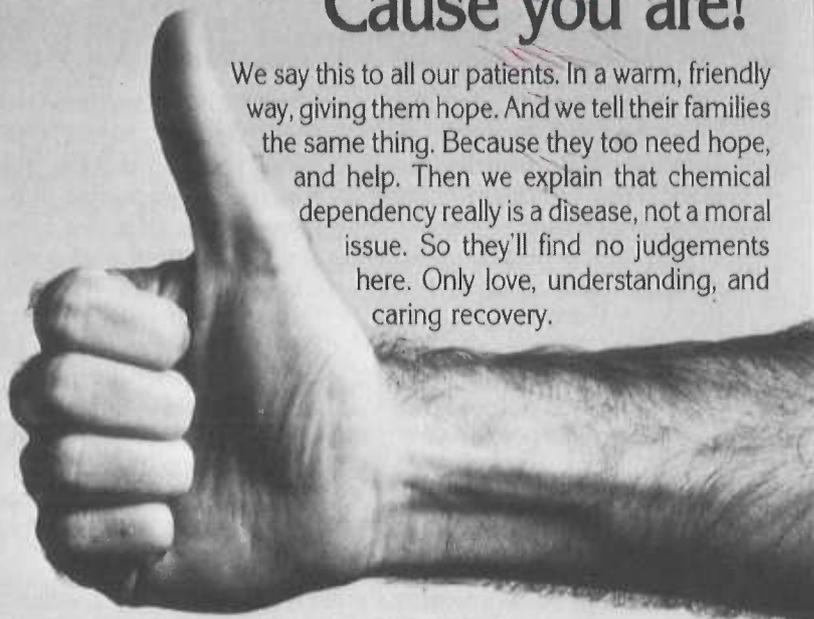
Cambria is president of a Lemoyne, Pennsylvania-based agency of high repute, the Association for Habitation and Employment of the Developmentally Disabled, Inc. (AHEDD). It created and operates several unique projects to place its clients in competitive private sector jobs. "EAPs were one of the reasons we thought employers could help the developmentally disabled," he explains. "It was initially around 1966 that we felt industry was trying to make strides because they saw what could be in it for them. We hope the private sector is willing to develop in-house counseling and training programs that would help the developmentally disabled, as well as other groups."

Cambria notes that there remains an evasive attitude that the developmentally disabled are not employable on the worksite of a profit-seeking company. He discounts this point of view, but adds that "we have to address the issue of employer attitudes" to fulfill the Initiative's placement goals.

Some significant in-roads have been made, however, and he notes that IBM, W. R. Grace, Hershey's Chocolate, and Blue Cross, among other companies, have implemented hiring programs for the developmentally disabled. (See HHS, p. 20)

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## EAPs in Professional Sports

by James O'Hair

Programs designed to identify and treat professional athletes suffering from alcohol or drug dependency have really only existed for the past five years. Earliest recognition of a programmatic approach to treating troubled athletes came from the Los Angeles Dodgers. Don Newcombe, acting as an advisor to the Dodgers, attempted to convince that organization of the need for such programs. Newcombe, a former Dodger, took the same message to all the major league teams. His message was that alcoholism is an illness that is treatable and that professional athletes are not immune to this disease.

Newcombe's message was given added credence when a well-known Dodger acknowledged his addiction to alcoholism. Shortly thereafter, another well-known player publicly stated that his life and career had been adversely affected as a result of a drug and alcohol addiction. It would be easy to say that these two cases were isolated cases and that over the life of this "great old game" no other similar examples existed. Fortunately, wiser and more realistic minds have prevailed. Today, many of the professional sports leagues and individual teams have established EAPs. The following is a profile of these efforts.

### Football

Since those early efforts, significant strides have been made on various fronts in professional sports. In addition to baseball, organizations in professional football have become concerned. In 1982, the National Football League (NFL) entered into an agreement with the Hazelden Foundation to provide EAP services throughout the NFL. Hazelden is a well-known treatment center for chemically dependent people (to alcohol and other drugs). According to former NFL Players Association representative Brig Owens, Hazelden had three primary roles: 1) evaluate existing treatment facilities being used by NFL teams, 2) conduct educational seminars with each team, and 3) upon evaluating existing facilities, be sure they met necessary standards. This program operated league-wide, but involved the evaluation of numerous formal and informal efforts previously entered into by individual professional football teams.

Hazelden has addressed these requirements by sponsoring a series of chemical awareness seminars for coaches and management. The head coaches that attend the one-day sessions are most interested in detection of drug use by players, according to the director of counseling services at Hazelden. Hazelden then visited each NFL team to explain the program to the players and discuss the impact of drugs on athletes. (1)

(1) The newly formed United States Football League also recognizes the problem and employs a consultant to advise it on EAP issues. At present, a formalized program does not exist.

### Basketball

The National Basketball Association (NBA) and the NBA Players Association have agreed to a policy statement that includes severe disciplinary sanctions on players involved in illegal drug use (specifically heroin and cocaine). Any player found to be either using or distributing these drugs will be immediately suspended from the NBA and will not be eligible for salary or benefits. Control Data Corporation's Life Extension Institute is responsible for managing EAP efforts for the NBA.

### Hockey

The National Hockey League currently does not operate a league-wide program. However, several teams have become involved independently in the referral of players into treatment. According to Frank Twerpy, Chief of Security with the NHL, they are examining various approaches to providing services to organizations and players in the NHL. All of the teams have been contacted and are encouraged to establish EAPs.

(See Sports, p. 20)

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## Pro Sports (cont'd.)

### Baseball

Baseball has been known for a long time as "The Great American Pastime." It remains the number one grossing sport in revenues, and its overall salaries exceed those of other professional team sports. It ranks as the largest professional team sport, with 26 major league franchises. In 1983, the Major League Baseball Players Association (MLBPA) established an assistance program that is available to all members of that union on a voluntary confidential basis.

While these efforts are taking place, a joint Drugs Study Committee has been established between the National and American Leagues. The Committee is currently composed of: John McHale, President, Montreal Expos; Roy Eisenhardt, President, Oakland Athletics; Lee MacPhail, Executive Director, Player Relations Committee; Barry Roma, an attorney representing management for the Player Relations Committee; Don Fehr, Acting Executive Director, MLBPA; and Marvin Miller, consultant to and former executive director of the Player's Union.

The need for a drug policy was realized in 1981, although at that point the league chose to address this issue primarily through education. Today, a more active approach is necessary, one that no doubt includes the use of EAPs in providing necessary treatment resources.

In a survey conducted by *The Sporting News* (published April 9, 1984), the following efforts have been incorporated by many major league teams:

- the use of sophisticated and intricate tests for drugs, in a mandatory pre-season physical examination of players;
- the spot-checking of minor league players throughout the season;

### HHS and EAPs Cont'd.

A program called Projects With Industry (PWI) has drawn the interest of labor unions. "The program focuses on creating a partnership between the industry and rehabilitation sectors in making placements," says Fishman. "In some cases, labor unions are actively engaged in placements. In essence, unions became the target of the enterprise, rather than the company." For example, the AFL-CIO, through its Human Resources Development Institute, is engaged in PWI.

Fishman hopes that the Initiative's thrust, in tandem with the EAP movement's momentum, will help create more job opportunities for developmentally disabled persons. He welcomes the reaction of EAP professionals, and can be contacted by writing or calling Michael Fishman, Director of Employee Initiative Staff, Department of Health and Human Services, 200 Independence Avenue, S.W., Room 348-F, Washington, D.C. 20201; (202) 245-2888. □

- stepped-up drug education programs at both the major and minor league levels;
- the enrollment of some executives in courses that teach how to spot behavior patterns of possible drug users; and
- the retaining of team psychiatrists and counselors.

Other professional team sports, like the North American Soccer League and individual professional associations representing sports that include bowling, golf, tennis, etc., may also be in line for future EAP programs. Also, more people with diverse backgrounds are claiming expertise in the EAP field as it applies to athletics. They include: ex-players, man-

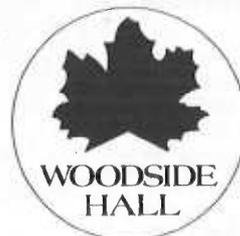
agement consultants, substance abuse treatment providers, EAP providers, private practitioners, etc. It is important that in all sports, quality services be provided to both the organization and the individual athlete. □

*NOTE: Several upcoming issues of THE ALMACAN will discuss EAPs in professional sports in greater depth. Future articles will be written by guest contributors closely associated with a particular sport.*

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## Business Perspective: Methods of Health Care Cost Containment

*This article is reprinted from the report Trends in Health Insurance Coverage for Mental Illness, with the permission of the National Association of Private Psychiatric Hospitals.*

"You need to apply basic management principles to managing benefit costs. And the benefits philosophy should parallel the company's overall management philosophy." (Vice President, Johnson & Higgins, New York)

The difficult economy of the 1980s is placing great pressure on corporate benefit managers, consultants and insurance carriers to decrease employee health insurance premium costs and reduce health spending. Containment of health costs is a primary agenda item for many corporate benefit managers.

Recent trends to cut health care costs show that increasing copayments is a popular mechanism for cost containment. In 1981, 13 percent of the nation's businesses increased out-of-pocket costs for care. Business is also asking employees to pay part of the insurance premiums for their coverage. In 1981, seven percent increased the employee's share of the premium bill. The figures for 1982 are expected to be higher.

The rise in employee assistance programs (EAP) has also been a result of concern over rising health care costs. Originally a method of rehabilitating the alcoholic employee, the EAP has come to encompass such diverse elements as marital and family counseling, drug rehabilitation, psychological screening, and referral to private therapists. A 1979 survey of the Fortune 500 companies found that 56.7 percent operated employee assistance programs.

Screening and treating workers through the company EAP has become a preferable alternative to the expense of firing a problem employee. While EAPs have been a positive force in employee mental health, there is a danger that employers, in their search for cost-cutting mechanisms, will attempt to use the in-house EAP as a substitute for more comprehensive mental and physical illness benefits.

The health maintenance organization (HMO) also has been seen as a cost-saving mechanism. An HMO is a pre-paid plan that emphasizes total, one-stop health care on a routine basis. HMOs, it is believed, stop unnecessary usage of more expensive means of treatment. Many HMOs do not provide for private psychiatric hospitalization unless the employer specifically requests this service.

Employee mental wellness programs are being developed for similar reasons. These programs, funded totally by the employer, offer emotional, psychological, social and sometimes physiological support services to help the employee on and off the job.

The program also alerts the employee to any potential mental health risks or problems at their very early stages. Again, the hope is that this preventive care will elim-

inate some of the high costs of hospitalization, as well as provide for more productive, healthy employees.

(See Health Care, p. 23)



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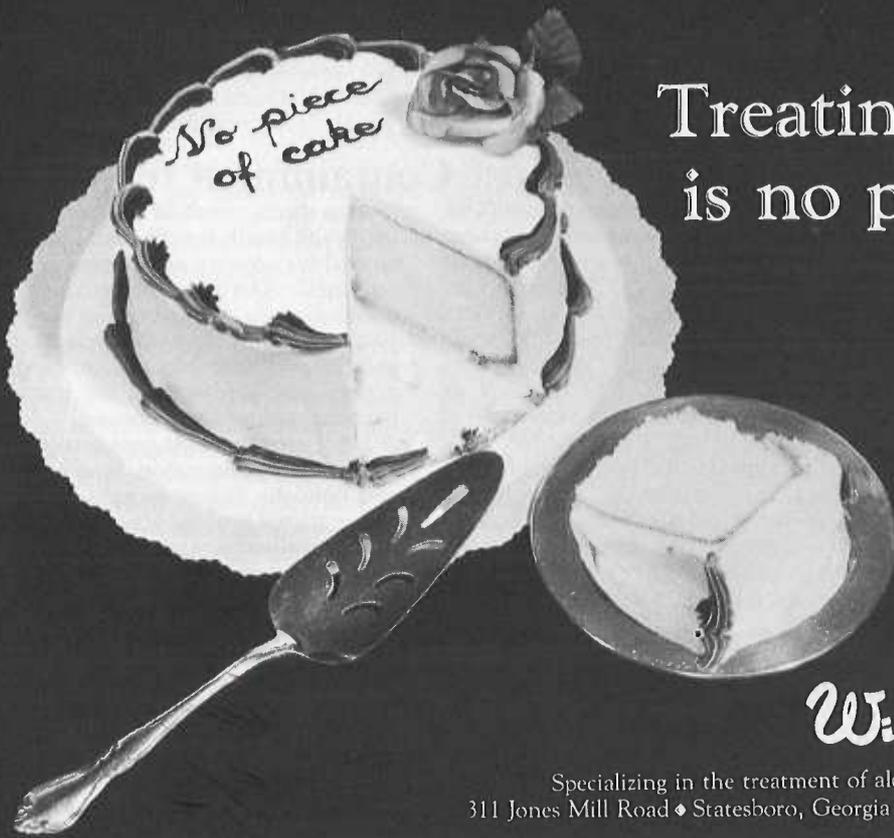
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