

him quickly back to A.A. and he took his last drink in 1973.

Since then Allen has earned a degree in psychology and has built his life around helping alcoholics and drug addicts.

SUSAN

Susan's parents and grandparents were alcoholics and died from diseases related to their drinking. She believes that she inherited a biological tendency to alcoholism.

Susan had her first drink in college. It made her feel extremely good, but Susan was determined not to be like her parents.

For the next 12 years she worked hard to fulfill her dream of bringing "fame and glory" to the people she loved. She successfully pursued her career and appeared to be a model housewife.

All along, however, she had a drinking problem. When it got her into trouble, she would change jobs or change friends.

Finally Susan reached the place where alcohol took control of her life and she became physically and psychologically addicted.

For the next seven years Susan became another person. She stopped seeing friends, going to church or caring for her physical appearance. She hid liquor around the house and carried it with her to work. There were numerous occasions where she made a fool of herself, spent money foolishly and broke long standing personal codes of conduct.

Her family was battered by her critical, non-trusting, shrewish behavior. They were often left to fend for themselves. They were afraid.

Susan was filled with guilt and shame. She attempted suicide three times. She had reached a point where she always felt intoxicated.

Lying in bed one night she decided it was either death or get help. She asked her husband to take her to a hospital. There a nurse immediately recognized the symptoms and introduced Susan to Alcoholics Anonymous.

Susan hasn't had a drink since then—almost four years ago. She is confident she will never drink again. She and her family are healing from the experience.

Susan's final comment, "I'd rather have terminal cancer than relapse into alcoholism." ☺

Ask Us

The following questions and answers are commonly asked by persons inquiring about Olin's Employee Assistance Program, by employees who might be interested in seeking help for a personal problem and by supervisors who feel an employee may benefit from the assistance provided by our EAP.

Q: If an employee seeks help from the EAP and cooperates fully and is making progress, will this help him hold his job?

A: Yes. The key is progress. The company initiated this program because they know the value of their employees. If by using the Employee Assistance Program progress is being made, the company sees this as very favorable if the progress increases job performance and lengthens the normal disciplinary procedure timing. A lot would of course depend on how "deep a hole" the employee has dug for himself and what "necessary change" schedule has been worked out between the employee and his supervisor. If the company didn't want to keep its employees, it would not have invested so much in providing this program.

Q: A supervisor is no doctor; how do you expect him to diagnose an employee's problem?

A: No supervisor is asked to diagnose an employee's problem. A supervisor's responsibility starts when he observes that an employee's job performance is declining or that he has excessive absenteeism or has violated other rules of the company. His responsibility is filled when he then takes all appropriate action

including referral to the EAP Program.

Q: Can a supervisor force an employee to seek the counsel of the Employee Assistance Program?

A: No, but under proper circumstances, a supervisor can urge the employee to seek help and at the same time tell him that if the problem which is affecting his job performance isn't solved and poor job performance continues, further disciplinary action will follow, which could result in loss of employment. Many employees with behavioral-medical problems will be reluctant to admit they need help, but due to a strong desire to hold their jobs, most individuals can finally be persuaded to accept counsel and treatment.

Q: Is the EAP primarily for union-affiliated employees?

A: The program is for *all* company employees—both union and non-union, hourly and salaried people—including of course, the company's top management.

Q: With everybody being so cost conscious these days, I can't figure out why the company would spend money on such a program.

A: The answer is easy. A healthy employee is a safe and productive employee. Olin provides medical benefits when someone breaks a leg or gets pneumonia. Alcoholism and other behavioral - medical problems are also treatable. Also, if left untreated, many such problems only get worse and snowball into bigger problems. Thus, it would be inconsistent not to give what assistance we can to employees who have problems in any area, because what affects the employee affects the company. ☺

North Carolina Laws On Marijuana And Cocaine

Olin is committed to enforcing the drug laws of the state.

Possession Of Cocaine:

- One gram or more is a felony with a maximum punishment of 5 years in prison and a \$5,000 fine.
- Less than one gram is a misdemeanor with a maximum punishment of 2 years and a \$2,000 fine.

Possession Of Marijuana:

- One ounce or more is a felony with a maximum punishment of 5 years and a \$5,000 fine.
- Less than one ounce is a misdemeanor with a \$100 fine.

Selling Or Delivering Cocaine:

- Any amount is a felony with a maximum punishment of 10 years and a \$10,000 fine.

Selling Or Delivering Marijuana:

- Any amount is a felony with a maximum punishment of 5 years and a \$5,000 fine.

COMPANY RULE: An employee is subject to immediate discharge after pleading guilty to or being convicted of any criminal act which is a State or Federal felony (including) any State or Federal drug related felony. In addition any employee who pleads guilty to or is convicted of selling or trafficking in an illegal drug in violation of a State or Federal law will be discharged immediately.

Company Regulations On Drugs And Alcohol

Working in the plant while under the influence of a drug or alcohol:

- First Offense - Violation of group A rules which subjects the employee to discharge.

Company policy is to help first offenders get the help needed to

save their job. This is a primary objective of Olin's Employee Assistance Program. However, even if employees are in an alcohol or drug recovery program, they are not immune from discharge.

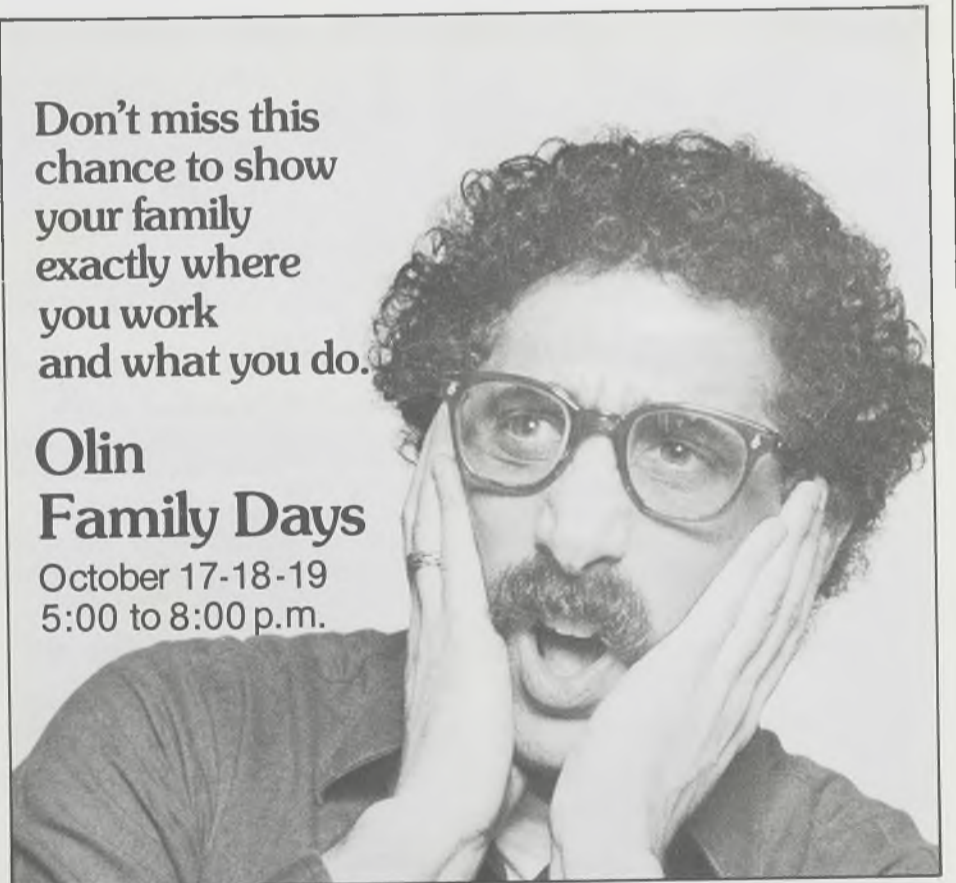
Possession of alcohol or illegal drugs within the plant:

- First offense - Immediate discharge.

Don't miss this chance to show your family exactly where you work and what you do.

Olin Family Days

October 17-18-19
5:00 to 8:00 p.m.



Jeffrey Lynn Swiney has been employed as a Programmer Analyst. Swiney was with Wachovia Bank and Trust Co. He received a B.S. degree in mathematics and computer science from Clinch Valley College of the University of Virginia.



Margaret J. (Mike) Mossbarger has been promoted to employee relations supervisor in the employee and community relations department. Mrs. Mossbarger joined Olin in 1981 as employment supervisor. Prior to joining Olin she was a management specialist with Western Carolina Industries.



William L. Sales has been employed as an engineer in the technical department. He received a B.S. degree in chemical engineering from Rose-Hulman Institute of Technology where he graduated magna cum laude.



Mary Ann Koonce has been employed as an engineer at Olin Works. She received her B.S. degree in industrial engineering from Millikin University.