

2203 Fairmount Avenue, Ste. A
Vancouver, WA 98661

Vancouveraa.org
vanintgrp@gmail.com
(360) 694-3870

VANCOUVER AREA INTERGROUP

Primary Purpose

FOURTH EDITION OF ALCOHOLICS ANONYMOUS

PAGES 136-150

https://www.aa.org/sites/default/files/2021-11/en_bigbook_chapt10.pdf

To Employers

Among many employers nowadays, we think of one member who has spent much of his life in the world of big business. He has hired and fired hundreds of men. He knows the alcoholic as the employer sees him. His present views ought to prove exceptionally useful to business men everywhere.

But let him tell you:

I was at one time assistant manager of a corporation department employing sixty-six hundred men. One day my secretary came in saying that Mr. B- insisted on speaking with me. I told her to say that I was not interested. I had warned him several times that he had but one more chance. Not long afterward he had called me from Hartford on two successive days, so drunk he could hardly speak. I told him he was through - finally and forever.

My secretary returned to say that it was not Mr. B- on the phone; it was Mr. B-'s brother, and he wished to give me a message. I still expected a plea for clemency, but these words came through the receiver: "I just wanted to tell you Paul jumped from a hotel window in Hartford last Saturday. He left us a note saying you were the best boss he ever had, and that you were not to blame in any way."



Inside this Issue:

To Employers.....	1-4
Step Eleven & Tradition Eleven.....	5
Upcoming Events.....	6
Archives Corner.....	7
Group Contributions.....	8
Shared by Members.....	9

Monthly Business Mtgs.

- ◆ Steering Comm. Mtg. –
11/14/2022 @ 6:00 PM
- ◆ Archives Committee Mtg.-
11/09/2022 @ 5:30 PM
- ◆ District 27 Committee Mtg.
11/19/2022 @ 10 AM&12PM
- ◆ District 7 GSR Mtg. –
11/17/2022 @7:00 PM
- ◆ Intergroup Rep Mtg. –
11/21/2022 @ 6:30 PM
- ◆ District 37 GSR Mtg. -
11/22/2022 @7:00 PM

Understanding the Alcoholic Employee

The author of “To Employers” begins by recalling three tragic stories. Each revolves around a former employee whose life was lost to alcoholism. The author notes that these losses might have been avoided if he knew more about the disease prior to becoming alcoholic himself. He notes that most employers feel a sense of responsibility to their subordinates. Even those that don’t truly care for their employees still recognize that happy and healthy workers will do much more to keep the business afloat. Simply put, employers can’t afford to let alcoholism hurt their enterprise.

Before employers can combat alcoholism and addiction in the workplace, they must first understand the disease. “To Employers” notes that this will prove difficult for some:

“Whether you are a hard drinker, a moderate drinker or a teetotaler, you may have some pretty strong opinions, perhaps prejudices. Those who drink moderately may be more annoyed with an alcoholic than a total abstainer would be. Drinking occasionally, and understanding your own reactions, it is possible for you to become quite sure of many things which, so far as the alcoholic is concerned, are not always so. As a moderate drinker, you can take your liquor or leave it alone. Whenever you want to, you control your drinking. Of an evening, you can go on a mild bender, get up in the morning, shake your head and go to business. To you, liquor is no real problem. You cannot see why it should be to anyone else, save the spineless and stupid.”

For those who struggle to understand the disease, “To Employers” suggests reading Chapter 2 (“There Is A Solution”) and Chapter 3 (“More About Alcoholism”) of the Big Book. See if any of the behaviors mentioned in those chapters appear to describe the employee in question. If they do, then you just might have an addict or alcoholic on your hands. At this point, you must decide what to do next.

“To Employers” notes that this will not be an easy decision. Not all employers are qualified to diagnose alcoholism. It’s also difficult to tell whether or not the afflicted employee will want to change his or her ways. If the employee in question has been on staff for a long time, you should know them well enough to determine whether or not they sincerely wish to recover. Once you are convinced of their honesty, you can begin plotting a course of action.

How to Help Your Alcoholic Employee

When it comes to helping alcoholics, the specifics often depend on the person in question. As such, the Big Book keeps its advice somewhat general. Much of the advice that appears in “To Employers” is therefore similar to the advice in Chapter 8 (“To Wives”). For instance, employers should begin by talking to their alcoholic employee and asking if they want help. Make it clear that the employee is appreciated, but that their behavior can no longer be tolerated. If they continue upon this path, they will be out of a job. While setting this boundary, try not to go into a moral lecture. You may be in a position of authority, but it’s best right now if you sound like a friend.

In “To Wives,” the next step would be to provide the addict or alcoholic with a copy of the Big Book. “To Employers” leaves this decision up to the reader:

“Whether you mention this book is a matter for your discretion. If he temporizes and still thinks he can ever drink again, even beer, he might as well be discharged after the next bender which, if an alcoholic, he is almost certain to have. He should understand that emphatically. Either you are dealing with a man who can and will get well or you are not. If not, why waste time with him? This may seem severe, but it is usually the best course.”

Those who do choose to offer a copy of the book must still plan a course of action after the initial conversation is over. Perhaps you might suggest that your employee complete a treatment program before returning to work. Some employers might also prefer their employee to spend a few months in a sober living facility afterward. We see many patients in our programs who are there to keep their jobs, and many spend time in our sober living facilities. Many are there because they are fortunate enough to work for bosses who truly care about them. But “To Employers” also notes that maintaining the health of valued employees is simply good business. And when it comes to alcoholism, there’s little you can do for your employee other than ensuring they get professional help.

If you choose such a course of action, make an agreement with your employee for the treatment center or sober living facility to provide progress updates. Employees who get kicked out of treatment or leave against recommendations might not be worth hiring back. Fortunately, virtuous employees who care about their recovery will not put you through this. As for the less virtuous employees, “To Employers” speaks rather bluntly in detailing the best course of action.

When to Fire Your Alcoholic Employee

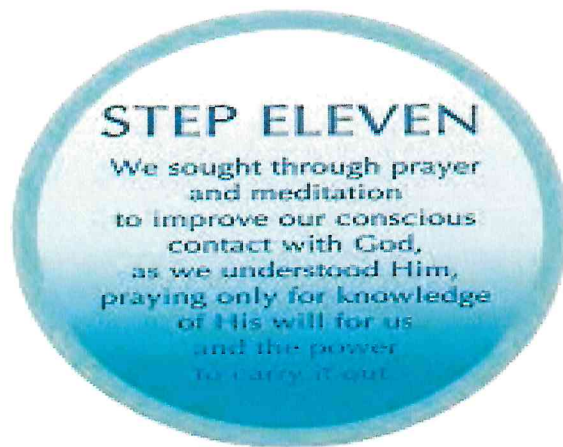
Bosses who spend time and possibly even money to help their employee achieve sobriety will not be too pleased to see their efforts made vain by continued drinking. In some cases, their frustrations will bear similarities to the emotional woes of friends and family who watched a loved one relapse. After all, many businesses pride themselves on the sense of community that pervades their halls. Losing an employee is, in many ways, like losing a family member. On top of that, business owners make very tangible investments when choosing who to hire. Unfortunately, even those with families who depend on their next paycheck will sometimes fail to stay sober. At this point, “To Employers” notes that bosses must make a difficult decision:

“In case he does stumble, even once, you will have to decide whether to let him go. If you are sure he doesn’t mean business, there is no doubt you should discharge him. If, on the contrary, you are sure he is doing his utmost, you may wish to give him another chance. But you should feel under no obligation to keep him on, for your obligation has been well discharged already.”

Perhaps this advice sounds harsh, but it’s actually quite reasonable. Rarely can an alcoholic recover solely because their boss hands them an ultimatum. A person must want sobriety for themselves, or—more often than not—their recovery will fail. If your employee doesn’t want to get sober, “To Employers” suggests that you put your company first. Trying to force an unwilling prospect into sobriety is little more than a waste of time. The sooner employers learn this, the better. It may be an unfortunate truth, but it’s a truth that the bosses of alcoholics often learn the hard way.

“To Employers” makes one note, however, that might be of use to those who feel hesitant to let their employee go. In many cases, employees offered a second chance will work with great energy. Trying to make up for their past, they work more dutifully than ever before. And without alcohol to slow them down, they often work with wonderful efficiency. If you find yourself with an employee such as this, you might not need to fear relapse. Yes, they might still stumble at one point or another. If, however, they continue to demonstrate a strong work ethic and a desire to do right by the company, you might not need to let them go. For these are the signs of someone who truly wants to be better.

Every business should be so lucky to have even one employee who allows their spirituality to guide their work ethic. “To Employers” gives you the tools to ensure that you may find such an employee in your own place of business. All you have to do is extend your hand when you see that it is needed. If they want your help, then the two of you just might accomplish great things together. But if they don’t want any help at all, you might just have to hope that losing their job will be the wake-up call they need. Because without their willing cooperation, there’s unfortunately little that you’ll be able to do. Such is the nature of this crippling and terrible disease.



AA GRAPEVINE TRADITIONS CHECKLIST

Tradition Eleven:

Our public relations policy is based on attraction rather than promotion; we need always maintain personal anonymity at the level of press, radio and films.

1. Do I sometimes promote AA so fanatically that I might make it seem unattractive?
2. Am I always careful to keep the confidences shared with me as an AA member?
3. Am I careful about throwing AA members' names around—even within the Fellowship?
4. Am I ashamed of being a recovered, or recovering alcoholic?
5. What would AA be like if we were not guided by the ideas in Tradition Eleven? Where would I be?
6. Am I careful not to identify myself or others as members of AA when I post certain things on social media, such as Facebook, Twitter or Instagram?
7. Is my AA sobriety attractive enough that a sick drunk would want such a quality for himself?
8. If my group has its own website, have we considered this Tradition when we designed it, how accessible it is, and the type of content that it offers?

Upcoming Events

NOVEMBER 2022

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
6	7	8	9 Archives Committee Mtg: 6:00 pm	10	11	12
13	14 Steering Committee Mtg.: 6:00 pm	15	16	17 District 7 GSR Mtg.: 7:00pm	18	19 GRATITUDE DINNER 2022
20	21 Intergroup Rep. Mtg. 6:60 pm	22 District 37 Mtg.: 7:00 pm	23	24	25	26
27	28	29	30`			
30	31					

ARCHIVES CORNER

Archives Corner November 2022



Wolfe Street Center, Little Rock, Arkansas

The National Alcoholics Anonymous Workshop (NAAAW) was held September 21-25, 2022 in Little Rock, Arkansas. WE were there! Workshops are one of the many ways we share our experience, strength and hope with each other to carry the message to future generations. Help us protect OUR records and OUR precious history!

The Vancouver Archives Committee meets on the 2nd Wednesday of each month from 5:30 p.m. to 6:30 p.m. at Intergroup and all are welcome!

Ongoing projects:

- Grapevine Project: We had a great work party at Intergroup on Saturday, October 15, 2022 and six attendees replaced spines of dozens of Grape Vine binders. We got to share lots of stories and had fun while accomplishing the further preservation of "Our Meeting in Print". We will have more work parties in the near future, so stay tuned...
- Digitization: We look forward to continuing the digitization of paper records, audio cassettes, cd's and group histories. This includes storage of "born" digital documents, such as electronic Minutes, Agendas, Financial Reports and event fliers. You can bring your items to the next Archives Committee Meeting, which meets OR we can meet you, and give you a receipt for your items, which can be digitized, where applicable, and permanently stored in the Vancouver Archives Repository, which is secure and climate controlled. You can also email your group's electronic records to us for electronic storage in the Vancouver Archives database.

Contact Cindy M. with any questions or comments at:

dist7archives@area72aa.org

or call/text: (702) 806-6466

GROUP CONTRIBUTIONS OCTOBER 2022

October 2022	Group Name	Contribution
10/04/2022	Lewis River AA	75.00
10/05/2022	Early Birds	100.00
10/10/2022	Name In The Hat	709.01
10/10/2022	Ready & Willing	50.00
10/10/2022	Wayfarers	77.45
10/12/2022	First Shot	194.16
10/13/2022	A New Morning	296.98
10/13/2022	B & P	750.00
10/13/2022	Sunday Night Alternative	78.00
10/17/2022	Miracles at Noon	132.25
10/18/2022	The Lighthouse	50.00
10/18/2022	Camas Group	34.19
10/18/2022	Simplicity Stag	104.14
10/24/2022	Anchor Point Counseling	10.00
10/26/2022	There Is A Solution	62.00
10/27/2022	LaCenter AA	21.04
10/28/2022	Sunday Solutions	5.00
10/31/2022	Eastside Brownbaggers	200.00
10/31/2022	Early Birds	100.00
8 Individual Contributions		78.00

SHARED BY MEMBERS



"We talked of intolerance, while we were intolerant ourselves."

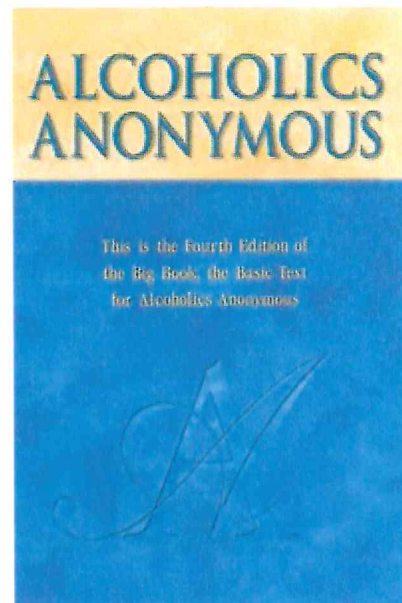
"Four Horsemen—Terror, Bewilderment, Frustration, and Despair."

"When I am disturbed, it is because I find some person, place, or situation – some fact of my life – unacceptable to me, and I can find no serenity until I accept that person, place, thing, or situation as being exactly the way it is supposed to be at this moment."

"When I am unwilling to do the right thing, I become restless, irritable, and discontent."

"Our liquor was but a symptom. So we had to get down to causes and conditions."

"Many of us felt that we had plenty of character. There was a tremendous urge to cease forever. Yet we found it impossible. This is the baffling feature of alcoholism as we know it – this utter inability to leave it alone, no matter how great the necessity or the wish."



Vancouver Area Intergroup 2022 Newsletter will be distributed in the first week of each month instead of the middle of the month.

If you would like to share your :

- AA Birthday on the Calendar
- Experience Strength & Hope
- AA related content or topics
- AA Flyers

In the Upcoming Newsletters please feel free to email :

vanintgrp@gmail.com

You Are Wanted Needed & Loved!

****** The Primary Purpose will no longer include the Financial Reports or the Meeting Minutes from either the Steering Committee Meeting or the Intergroups Rep Meeting. Reports and Minutes can now be found on the website under the documents tab.******

[Documents | Vancouver Intergroup Alcoholics Anonymous \(vancouveraa.org\)](http://vancouveraa.org)

