

# Winners weren't biggest spenders

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ed Farmington Hills planning commissioner Paul Blizman, Older Women's League member Janet Good, NOW Michigan president Marian McCracken and Farmington councilwoman Shirley Richardson.

Bouchard began running his campaign in early 1987 and had obtained more than \$11,000 in contributions by the beginning of 1988, according to election division information.

While other candidates received money from political action committees, or PACs, Bouchard's campaign received money from at least eight PACs, including funds representing the medical community, police agencies, the Michigan Townships Association, the Detroit Auto Dealers and others.

Other Bouchard contributors included financier Max Fisher, entertainment mogul Joseph Nedeledar and Oakland County commissioner Jack McDonald of Farmington Hills, Oakland County Probate Court candidate Joan Young and attorney Paul Nise of Bloomfield Hills.

# Brotherton honored for his long service

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Brotherton, whose House district includes Franklin, Blingham Farms and Beverly Hills, said he hopes he's not remembered only as "one of those politicians who just passed through here."

The Illinois native has served as a minority party member in the Michigan House of Representatives since 1975. He has concentrated his energies in two major areas: public health and economic development.

In the health care arena, he has worked to reclassify the state public health code, eliminate excess hospital beds, streamline the Certificate

of Need process, keep quality health care affordable to the greatest number of residents, develop medical malpractice reform legislation and evaluate organ transplantation and long-term health care.

He also has been a force in updating and strengthening the state's building and construction codes.

Accessibility has been one of Brotherton's strong suits. "If someone had a problem whose solution could best be found in one of the governmental agencies, Sandy would always do his best to intercede on behalf of the person asking for his assistance," said Farmington city manager Robert Deadman.

# Dolan hits GOP contributions

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four Republicans was \$148,000, and ranged from \$19,500 to \$48,000.

John Dolan's GOP opponent for the 69th district, Farmington Hills City Council member Jan Dolan, was third in spending among the four Republican candidates with \$25,170. She had donations from only a few PACs, including Michigan NOW PAC, the Michigan Women's PAC and the Political Responsibility Committee of Michigan CPAs.

She said she had only a small amount donated from these groups. "There are so few of them (PAC donations)," she added, responding to her opponent's comments.

surrounding the environment, small business reform, medical issues, product liability and education funding.

John Dolan cited reform of the education system, education finance reform and property tax reform as his main issues.

Some additional issues raised at the question-and-answer session during the candidate's night included:

- Both candidates support current legislative effort toward school finance reform, which would raise sales tax and lower property taxes.
- Both believe in environmental reforms. "We have to address it now," said Jan Dolan. "We already have tremendous problems in this area."
- Both support charging develop-

# Business can help stop drug use

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employers should do to fight substance abuse. In addition to a policy for abuse, employers must enforce clearly and equally. Management must provide education on the legal, physical and psychological effects and provide help.

A policy also must delineate the consequences for employees with substance abuse problems. The best consequence is an employee assistance program, Harms said.

"I think the national unions feel the burden of drug problems,"

"Employers should not adopt this to protect employees. Part of this is an educational program. When reasons for a policy are known by employees, you'll run into fewer objections," Harms said.

Dreyer told business representatives that management should "minimize the opportunities for drug abuse transactions" at work and maintain a good relationship with police. Management also should work with organized labor representatives.

"I think the national unions feel the burden of drug problems,"

Harms said, adding that the National Labor Relations Board has designated substance abuse as a "proper subject" for discussion.

MURPHY, WHO conducts substance abuse programs for companies and organizations, believes policies and concern about abuse should cover the spectrum of employees.

"We don't challenge above mid-management. We have to have something in place all along our systems," she said. "We are looking for employees who do real well in the

morning but go out for lunch and their performance begins to slip."

Throughout the fight on substance abuse, Murphy continued, employers and employees must realize they are faced with a disease process that involves not only drugs but alcohol. Harms is the single-substance addict. Today, abusers are multiring users, she said.

"In order to become sophisticated enough to deal with this in the 1980s and 1990s, you don't talk drugs and alcohol, you talk chemical substances," Murphy said.

# Tiffin glass display

A special exhibit at the Farmington Historical Museum during October and November is a showing of Tiffin glass from the collection of David Salder of Pleasant Ridge.

Many of the pieces are of the black glass variety, a feature of the Tiffin glass manufactured by the United Glass Co. in Tiffin, Ohio. The United Glass Co. ceased operations in 1953.

The exhibit is a tie-in with the 16th annual All Depression Era Glass show being held Oct. 15 and 16 at the Dearborn Civic Center. A new item at the Museum is the child's bed used by the four children of Fred and Martha Warner, making it nearly 100 years of age.

# Testing employees for drug use uncomfortable for businessmen

By Joanne Malleszewski staff writer

Employee testing is a legitimate part of any substance abuse policy in the workplace, according to Farmington Hills attorney Don Harms.

"It's not in a sense a game to try to catch somebody," said Harms, one of three panelists at a substance abuse seminar Wednesday for the business community sponsored by the Farmington-Farmington Hills Chamber of Commerce and the Farmington Hills Police Department's Citizens Crime Advisory Committee.

Drug testing, however, requires advance notice. Warning employees won't hurt a substance abuse program. "It gives them the due process notice most courts require," Harms said.

But many business leaders attending the seminar Wednesday expressed concern about the legal ramifications of testing employees and providing consequences for those who test positive for substance abuse.

"Would an employer be at risk legally if they test only a select group or classification of employees?" a businessman asked.

Harms responded that it is rational to test a select group but it must be documented how substance abuse might affect job performance for that employee classification.

"THE EMPHASIS is on performance. But the enlightened employer will have an employee assistance program and assistance for the problem," Harms said.

He reminded employers that the Fourth Amendment of the U.S. Constitution is the core issue in drug testing. It prohibits unlawful search and seizure by government, "not private individuals or employers." In some court cases, the right to privacy has been mentioned, he added.

Harms also reminded employers that the consequences of positive substance results must be known by employees. If not, the courts can deem tests arbitrary, he added.

Any discipline should include help and rehabilitation for the employee. Can an employer fire an employee who has tested positive for substance abuse?

"Maybe. This has not gone to the Michigan Supreme Court," Harms said. "Employers rarely want to fire an employee for drug use, but for poor (job) performance, insubordination."

Harms said he believes the best consequences for substance abuse is an assistance program for employees. Not only is it humane, but it takes the "onus off the employer to discipline."

If company officials decide to begin drug testing, certain items must be dealt with in order to make it fair and legally safe. A qualified lab to

conduct the tests should be retained. If an employer falsely accuses an employee, a defamation suit is possible.

EMPLOYERS SHOULD not take action against an employee after only one test. Hearings should be scheduled with the employee and notification of any consequences to a positive test result should be made known in advance. Finally, any discipline should include help.

Employers should also develop detailed job descriptions and maintain a consistent review policy to document job performance. Employers should be prepared to document the user, what substances have been used, how the determination was made, has the job performance, according to job description, been met.

"Work performance is the key for you," said Sherry Murphy of the Maple Grove Training Institute, Henry Ford Hospital, West Bloomfield.

At no time should an employer or supervisor attempt to diagnose an employee's problem. Employers should be looking for changes in behavior or work patterns. "We must never presume to diagnose an employee or do treatment on site," Murphy said.

Programs are available — either hiring an in-house counselor or hiring an outside consulting firm — to set up programs for troubled employees, Murphy said.

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