

TRC TODAY

TRC TODAY is a newsletter for the employees of the Texas Rehabilitation Commission.

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The shredder supreme

Ever wonder what happens to the confidential files, computer paper and copies you and your co-workers toss in the trash every day?

They end up at the TRC warehouse in Austin where they are shredded by resident expert John Majors, who has been shredding thousands of pieces of paper for TRC for more than three years.

During his senior year at Elgin High School, Majors busted a blood vessel in his head in a football game. At 18, he was in the hospital with an injury that left the right side of his body paralyzed and told he would never walk again, but he did.

Thanks to Dr. Ferris, a "great" doctor at Breckinridge Hospital, he began striving to relearn the skills erased by the accident. "I lost all of my education. I lost reading and writing skills, and nearly my life," he said.

The healing process started when Major's doctor sent him to the University of Texas Rehabilitation Center. There he regained the use of his right arm and leg and learned marketable working skills. But Majors' learning process will never end. "I've been practicing writing and learning every day. Reading's my main goal right now," he said.

His first physical therapist helped him

reverse his paralysis by challenging him to Indian wrestling contests. "The first time we tried, she beat me right away," he said. "But she gave me a squeezer ball to practice, and after six months I beat her in Indian wrestling."

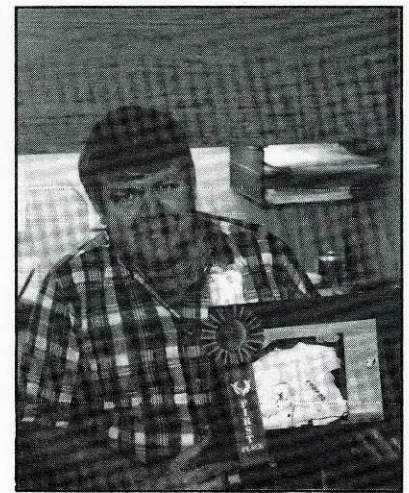
Majors returned to his high school after missing more than two years of classes. "I went back and sat in the hall, taking oral tests," he said.

After learning plumbing skills, Majors worked for the University of Texas as a plumber. He also worked with wrecking crews before Goodwill Industries trained him to separate and package toys for sales. That job led him to TRC, where he is the shredder supreme.

Shredding in TRC's warehouse has Majors saving the agency hundreds of dollars every year. Acco Waste pays \$1/100 pounds of computer paper and Majors estimates that he shreds 700 pounds of paper every 45 minutes, which keeps costs lower. Majors shreds the different paper products and groups them in bales. Bales of computer paper are the most valuable, and the agency sells them to recycling companies.

Majors is not only an asset to TRC, but a valuable fellow employee. "John is

(continued on page 8)



L-R: Marshall shown with his prize-winning photo and the photo chosen by Dick Cheney for the Disabled American Veterans magazine.

One picture worth taking

"I try to go the extra mile with the people I work with to help them. We're all trying to serve the same purpose."

When Bruce Marshall answered his phone a few weeks ago, he said "hello" like any other time.

Only this wasn't a time like the ones before.

"This is Dick Cheney," said the voice at the other end of the line.

"Mr. Cheney or Mr. Cheney's office?" asked Marshall.

"Mr. Cheney himself," said the Secretary of Defense.

Cheney called Marshall to ask him for a picture Marshall took recently of a disabled veterans monument in Brenham.

Marshall stopped during a Texas Independence Day holiday and told his wife, Sharon, "I've got to have a picture of that monument. The passage on it is very important to me." He had no idea Cheney would be calling him to tell him the photo would be published, possibly on the cover, in the July issue of *Disabled American Veterans*.

Marshall, a medical consultant clerk and volunteer staff photographer at DDS,

has been taking photographs for 20 years. Besides hearing directly from Cheney, he recently won a St. David's Rehabilitation Center contest called "Change: Its Human Impact."

Completed in less than a week, the photo, titled Then and Now, depicts a comparison between the past and present aspects of psychiatric treatment and earned Marshall first place in the "Challenge of Change" category.

Besides entering contests, Marshall aims the lens at family members, weddings and receptions. "While some photographers don't like taking them, I really enjoy taking wedding pictures," he said. "I love to mix with people and see them being happy."

This attitude also surfaces in the work place when Marshall takes photos for different TRC activities. He says he likes taking photos and being a part of the TRC staff. "I'm lucky I have a hobby that I do well," he said. "And I try to go the

extra mile with the people I work with to help them. We're all trying to serve the same purpose."

After first entering the St. David's contest, Marshall told his co-workers he would treat them all to pizza if he won. He ended up buying seven pizzas for his friends.

Not a bad way to spend a lunch hour—with friends and a brand new honor.

May 1991 Service Awards

Region I 10 years:

Knobby Sanchez
Tammie K. Saucedo

Region IV 15 years:

Edna Hollingsworth

Region V 20 years:

Aris G. Lopez

Region VI 25 years:

Paula G. McLerran

Central Office 20 years:

Charles O. Stevens
Jesus A. Duarte
Donna Harris



TRC employees make the difference

John Fenoglio:

I wish to give thanks to Harry Lundell of the Texas Rehab. Commission in your Round Rock office. I would like it to be known that he is striving to help me in a most expeditious manner. He has been very thorough and exacting in his efforts to bring my situation to a fruitful end.

Back to my praises of Mr. Lundell, I find him to be a very personable, friendly, and diligent man who has my best interests and my family's also at heart. He seems to have great empathy for my condition, and a sincere desire to help. I thank you for having him in your organization.

Larry M. Beasley

Larry Sharp (Brenham Field Office):

Ted and I want to express a heart-felt thank you for the effort you have extended to us and our son, Ted.

One blessing for sure has been the opportunity to meet and deal with someone (like you) that cares for his clients. Thanks again for your help.

Linda Borgstedte

Elliott Boyles (Athens Field Office):

I would like to thank you, the other responsible parties and the TRC for making it possible to continue my life and pursue a career. Without your help the possibility of doing this was very slim.

Thank you again for your understanding, patience and professionalism in guiding us through this time of need.

Hugh Farr

Lester Martin and Sylvia Spears (Greenville Field Office):

This is my letter of gratification and appreciation. I have many thanks for the help I was given in my times of need. The both of you were a God's blessing. I don't know what I would have done without you.

Wanda J. Allbright

Doris Denton (Pasadena Field Office):

I would like to take this opportunity to thank you for what you have done, and as a by-product of that, what you have done for me. It is indeed remarkable to find a

state agency and a dedicated administrator capable of such well-reasoned and positive action, and in this instance of having achieved such a positive result.

I particularly appreciate the commitment which you made to provide him with the necessary tools to practice this profession. I strongly believe that it will be the turning point in his life.

Besides being able to do work for me he will also be able to do contract work for other firms.

Once again, thank you very much for what you have done.

T. David Brockman

Bill Davis (Corsicana Field Office):

We would like to thank you and Texas Rehab. for everything you have done for Reynaldo. Now that he's working our lives have changed. We never thought that we would be happy again. Thanks to you and Texas Rehab.

Melissa and Reynaldo Rodriquez



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78751-2316; or telephone (512) 483-4421.

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H EAD, SPINAL CORD INJURED PROTECTED UNDER NEW LAW

In true Texas tradition, we have taken a great idea from Florida and made it bigger and better. Only three months ago, what was referred to as the "Florida" bill entered the legislative process and became a Texas law with far-reaching funding and service potential for people in Texas with severe disabilities.

The Law

Gov. Ann Richards signed into law S.B. 195, the Comprehensive Medical Rehabilitation Trust Fund. Sponsored by Sen. Bill Ratliff and Rep. Jack Vowell, this law provides for a fund to be established in the state treasury from surcharges on people convicted of speeding violations, DWI and riding a motorcycle without a helmet.

The fund, administered by the TRC, will be used for the medical rehabilitation of persons with spinal cord and traumatic brain injuries, most of which are caused by traffic accidents.

Payoff

Conservative estimates for revenue, based

on records from the DPS and individual counties, is \$13.5 million in each year of the 1992-93 biennium. Some observers feel that the actual amount could go much higher.

This is a significant increase when compared to the \$1 million dollars in general revenue appropriated to TRC for each year of the present biennium.

Impact

Public records indicate that 25 percent of all working Texans do not have health insurance coverage. Fifty percent of Texans with spinal cord or traumatic brain injuries have sufficient coverage to be accepted into a medical rehabilitation program.

Half of the projected 900 spinal cord injuries and 3,500 traumatic brain injuries are expected to be referred to TRC in 1992 and 1993.

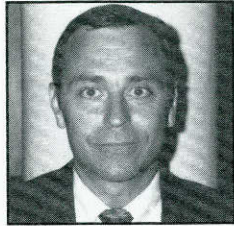
With the new trust fund, TRC expects to serve 550 new referrals, a 1,300 percent increase over the 42 clients presently being served with limited funds ... and with NO additional taxes needed to support the program.

FEEDBACK



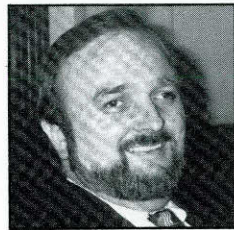
Max Arrell, TRC Commissioner

In the past, we could serve only 30-40 persons in this fast-growing population of people devastated by injuries. With this new fund, we will touch the lives of hundreds of Texans with catastrophic disabilities. We have been working on this for 15 years, and it has finally paid off for us.



Col. James Tattini, U.S. Air Force, San Antonio, president, Texas Head Injury Association (father of 17-year-old son injured by a drunk driver)

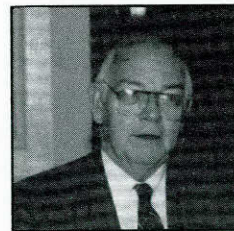
This is a tremendous plus for people with head injuries. People who are just going home, or to nursing homes, from acute care facilities will now have a good shot at meaningful rehabilitation. It is only fair that the burden of the tremendous costs of rehabilitation will fall on those who caused the problem.



Miles O'Loughlin, attorney and businessman, Amarillo, chair, TRC Consumer Advisory Committee (spinal cord injured as high school senior in automobile accident)

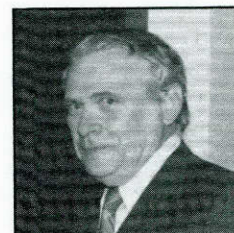
This law is an idea whose time has come. It makes good financial and humanitarian sense. I was fortunate. Even though my parents had health insurance, paying the 20 percent required of the insured nearly bankrupted them. Now a significant number of people who would have been simply warehoused in nursing homes will have a chance again at life.

The Texas Legislature has been frustrated and stymied by the awesome challenges of school funding, deficits and restructuring state government. But, in this matter of funding a program to help those tragically hurt by traffic accidents, they have been very forthright and innovative.



Rep. Jack Vowell, El Paso

By providing comprehensive rehabilitation, we are literally providing a lifeline for people with closed head and spinal cord injuries that will make it possible for them to lead more productive and normal lives. Without this kind of medical assistance, we would merely be keeping them alive without hope or future at all. Senate Bill 195 makes it possible for miracles to happen in the lives of badly injured young people.



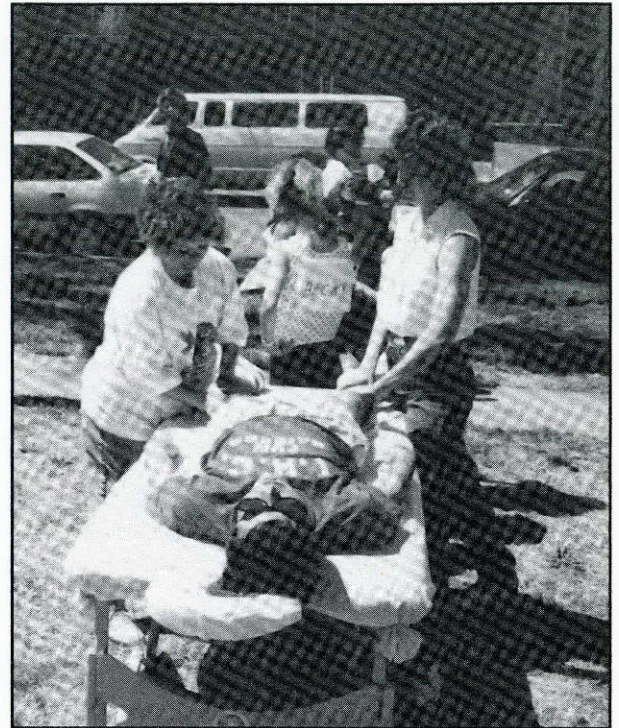
John Fenoglio, TRC deputy commissioner

With this bill as the foundation, we can begin building a rehabilitation system that will reduce the cost of long-term care and make major improvements in the lives of those persons suffering spinal cord and head injuries.

Getting in shape to give something back

Fundraising runs, walkathons and bikeathons are a popular way to support a good cause and get some exercise. But are you in good enough shape to go the distance? Here are guidelines from the April 1991 *Glamour* by Bryant Stamford, Ph.D., an exercise physiologist at the University of Louisville:

- For most events over two miles, you should be a regular exerciser (working out two to three times a week).
- Your training regimen should be at least half the distance you hope to cover. For instance to prepare for a 10-mile run, you should be running five miles regularly.
- Go the whole distance once or twice before the event. Do this more than a week before the event to give yourself plenty of time to recover physically.
- Train specifically for the event. Work out at the same time the event is to be held to familiarize yourself with environmental conditions. Get muscles in shape by doing the specific activity—biking, walking, running—you'll be doing in the event.
- If you experience pain or light-headedness during the event, drop out. The point is to raise money, not injure yourself.



The Amarillo Field Office raised more than \$500 in the Multiple Sclerosis Super Cities Walk on April 6. The Super Cities Walk had \$87,000 in pledges and this year's number of walkers increased from 1,142 to 1,555.

Eleven people represented the Amarillo office, whose employees plan to participate in the event next year as well.

ADA training to explore crucial issues

"ADA training for TRC employees, first!"

That's how John Fenoglio, deputy commissioner for special operations, wanted to focus an important aspect of the ADA-Texas function—training.

After several months in development with Milt Wright Associates, a well-known disability consulting group, ADA-Texas training is ready for the regions.

In fact, by this writing, many of you will have attended the training in Austin, Lubbock and Dallas, delivered by a combination of ADA-Texas team members and the regional training officer.

"It's a training designed for trainers," says Tom Word, ADA-Texas director. "We're trying to limit participation, especially in the initial round, to people who can and will conduct ADA training themselves."

The idea is to create a training pyramid with the potential to reach a maximum number of people.

Each session will accommodate 35 participants. By agreement with the regional directors, two TRC employees per unit (in-

cluding the regional office) will attend. Remaining slots will be reserved for selected employers, consumers and other community groups.

The training explores crucial ADA issues such as attitudes toward people with disabilities, reasonable accommodations, essential job functions and practical steps toward implementing ADA.

Non-TRC participants must pay a fee for the training—\$150 for non-profit organizations and \$250 for profit or governmental organizations.

For more information, contact your regional training officer or ADA-Texas at 1-800-442-9502 or (512) 483-4761.

ADA-Texas training for trainers schedule:

June 11-12 (Tue-Wed)	San Antonio
June 17-18 (Mon-Tue)	McAllen
June 19-20 (Wed-Thu)	Fort Worth
June 25-26 (Tue-Wed)	Houston
June 27-28 (Thu-Fri)	Austin

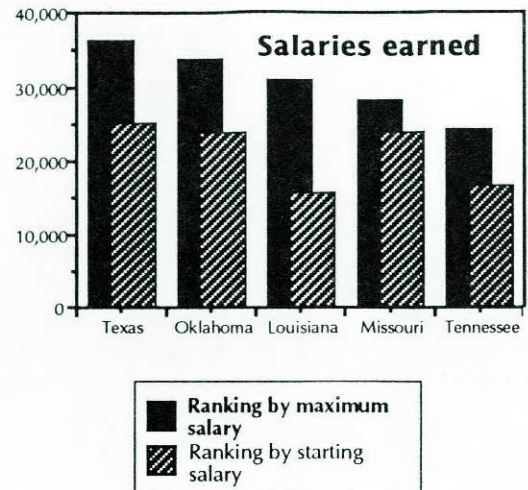
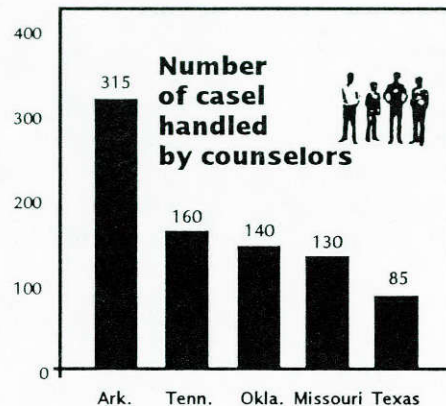
Texas Rehab counselors: highest salaries and fewest caseloads in region

Compared to counselors in other southern areas, Texas rehabilitation counselors earn more money, have higher education requirements and handle fewer caseloads.

According to a January 1991 survey of rehabilitation counselors conducted by the Arkansas Department of Human Services, Texas counselors are better paid than counselors in Missouri, Oklahoma, Mississippi, Tennessee, Louisiana and Arkansas.

Rehabilitation professionals in Texas rank highest in starting salaries and level of

qualifications and second highest in maximum salaries. Texas counselors also carry the least amount of caseloads.



90s work force myths

If the lifetime organization employee is gone, who has taken his or her place in the work force?

It's not younger college graduates, and our misconceptions about the labor force could stunt preparation for an increasingly competitive world, warns the Population Reference Bureau.

Thanks to media coverage of the coming "labor shortage" and the aging baby boomers, many Americans believe the labor force is shrinking, or that workers in the next century will be older than they've ever been before. In fact, neither common belief is true.

The number of entry-level workers (aged 18-24) is shrinking as a result of decreased baby births, but the overall labor force will continue to grow for 30 to 40 more years, gaining 19 million new jobs by 2000.

That's because baby boomers will swell the labor force until they begin to retire around 2020. While workers get older (their median age will rise from 36 to 39 by 2000), workers will still be younger than they were in 1962, when the median age of the work force peaked at 41.

For more information on American labor force trends in the next century, contact the Population Reference Bureau, 777 14th Street NW, Washington, DC 20005; telephone (800) 877-9881.

The Americans with Disabilities Act defines a covered employer as one who employs 15 or more people for 20 or more weeks out of the year. When the Texas Employment Commission searched its most recent tax file, it found that 47,916 employers averaged 15 or more employees for the months of January, February and March of 1990.

From the office of Commissioner Mary Scott Nabers.

47,916

Airport aid

DFW International Airport recently published a "Guide for Disabled Travelers," which familiarizes travelers with airport facilities. The guide lists important assistance and airport numbers and provides transportation and parking information.

If more airports and other major public service providers could put out brochures like this helpful one, traveling could be more accessible.

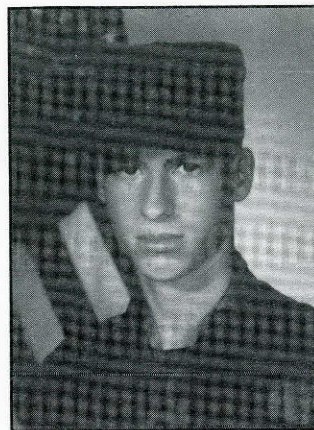
For brochures or more information, call (214) 574-6701, Public Affairs Department, P.O. Drawer DFW, DFW Airport, Texas 75261.

Shredding (cont. from page 1)

as dedicated a guy to his job as you will find," says Milton Turnipseed, director of TRC purchasing. "He dotes over his shredder, constantly fine tuning it. He is really devoted to his function and proud of the way he performs."

Known for doing a consistent, quality job, Majors quickly disregards any implication that shredding paper may be a ho-hum task. "It's the best job I've found. I don't get bored when I'm helping people," he said.

Despite the ongoing healing process, Majors said he has always tried to maintain a positive attitude (and it shows in his confident smile). "I've always tried to work. I just get out and do it."



**PFC Dee C. Hill
Fighting Vehicle
Infantryman**

Charlotte Hill, Beaumont Field Office, was the first person of many to send in this picture of her son last month. Unfortunately, the photo never made it to the

Public Information office. Hill's son volunteered to return with the rear detachment and is in Damman escorting equipment home via merchant ship. He will be home sometime in the next two months.

TRC "patriots" awarded for ADA leadership

Commissioner Max Arrell is the proud recipient of a Presidential Citation for distinguished service. In presenting the award for President Bush at the annual conference of the President's Committee for Employment of Persons with Disabilities, Chairman Justin Dart mentioned Arrell's strong leadership in advocating the passage and implementation of the Americans with Disabilities Act.

Also recognized was Kaye Beneke, assistant deputy commissioner for consumer affairs, as one of 50 "patriots" across the country who has provided distinguished leadership in active support of ADA.

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