

News & Views

★ Texas Rehabilitation Commission ★ A Human Energy Agency ★

Volume 9 Number 2

February/March, 1987

Historical LBB Action

For the first time in its history, the Legislative Budget Board has sent two spending bills to the Texas Legislature for FY 1988-89 without endorsing either one. One is for level funding equivalent to FY 1987 appropriations (Senate Bill 123), and the other would mean a 27 percent across-the-board reduction in state spending (House Bill 1).

While S.B. 123 would keep the Commission at status quo, H.B. 1 could mean a decrease of over \$14 million in TRC state funding for the 1988-89 biennium along with a possible reduction of over 15,000 clients served in the Vocational Rehabilitation Program, Extended Rehabilitation Services, Independent Living Services and the Comprehensive Medical Program.

Neither bill would allow the kind of program expansion necessary to meet the needs of people with disabilities in Texas for the upcoming biennium.

The TRC budget request to the Legislature addresses those needs, asking for an overall 159 percent increase in state general revenue funds over the biennium for the Vocational Rehabilitation Program along with similar increases for other Commission programs.

In initial hearings before the Senate Finance Committee and the House Budget and Oversight Subcommittee in February, Commissioner Arrell outlined for lawmakers the TRC programs hardest hit by the two bills along with their probable impact on client services.

The following list shows TRC programs hardest hit by the spending measures under consideration by the Legislature:

Senate Bill 123

Vocational Rehabilitation Program

- Does not address rapidly rising medical and training costs, increasing number of people needing services nor the current burdensome counselor/client ratio (1/48,600).

Extended Rehabilitation Services

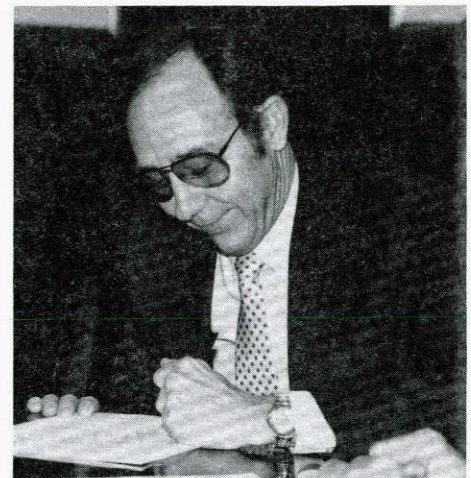
- Prevents providing ERS services to parts of the state where no similar services are available (current services remain intact).

Deaf-Blind Multihandicapped Program

- Does not replace grant funds currently received from the Texas Education Agency and the Developmental Disabilities Council (which will not be available after FY 1987) with general revenue;
- Reduces number of clients served in residential programs to six (from the current 14);
- Eliminates valuable group counseling and training opportunities to more than 100 parents of deaf-blind children.

Interagency Transitional Services Program

- No funding for these services;
- Does not support agency participation in the SCR 129 mandate handed down by the last Legislature.



Agency Heads Sign SCR 129 Agreement

In ceremonies at the Central Office February 10, officials from TRC, the Texas Education Agency and the Texas Department of Mental Health and Mental Retardation met to sign the agreement mandated by Senate Concurrent Resolution 129. Here, Commissioner W. N. Kirby signs the agreement pledging TEA's support of the three-agency effort.

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Legislative Update

STATE

- The legislature will consider a bill during this session requiring motorcycle riders to wear protective headgear which meets standards adopted by the Department of Public Safety. The proposal, introduced by Senator Ted Lyon of Rockwall as Senate Bill 144, would apply to both operators and passengers of motorcycles driven on Texas streets and/or highways. The Texas Head Injury Foundation has lobbied heavily for this bill, citing as support the spiralling number of head injuries and resulting brain damage to those involved in motorcycle accidents. Proponents of the bill argue that it would help slow the alarming growth of this disability group.
- Rep. Mark Stiles of Beaumont has proposed a concurrent resolution in the 70th Legislature to study the feasibility of reorganizing the executive branch of state government and combining over 200 state agencies into 23. Among other things, the study would consider placing TRC in an umbrella human service agency along with the Department of Human Services, the Department of Mental Health and Mental Retardation, the Texas Commission for the Blind, the Texas Commission for the Deaf and the Texas Commission on Alcohol and Drug Abuse, among others. The idea is to promote effectiveness, efficiency and reduced budgets in state government. A public hearing on the resolution, held February 16 by the House Committee on State Affairs, drew overwhelming response against the proposal from human service advocates and consumers. The proposal will now go to a subcommittee which, as yet, has not been named by the committee chair, Pete Laney of Hale Center.
- A bill, filed in the House by Rep. Paul Moreno of El Paso, would require service stations in Texas to pump gasoline for disabled drivers, with the proper identification, for the same price charged for fuel at self-serve

pumps. The bill further provides for refueling services for disabled drivers at stations which don't ordinarily give pump island service. House Bill 450, if signed into law, would become effective September 12, 1987.

FEDERAL

- Assignments to the House Committee on Education and Labor, chaired by Augustus F. Hawkins of California, have been made. Two congressmen from Texas sit on this committee: U. S. Representatives Steve Bartlett and Richard Arney. At this writing, the committee's Subcommittee on Select Education has not been named.
- Three Texans have been named to the House Ways and Means Committee: U. S. Representatives J. J. Pickle, Michael Andrews and Bill Archer. Archer is also the ranking minority member on the committee's Subcommittee on Social Security.
- The Fifth U. S. Circuit Court of Appeals ruled in January that a federal judge can no longer require Texas to provide community homes for people with mental retardation because the U.S. Constitution does not give them the right to live in the community. The ruling takes away much of the authority U. S. District Judges William Wayne Justice of Tyler and Barefoot Sanders of Dallas have used to order the Texas Department of Mental Health and Mental Retardation to find community homes for people with mental retardation. According to Carmen Quesada, executive director of the Association for Retarded Citizens of Texas, ARC has filed a motion with the court to have the decision reviewed by its full panel of judges. "If the decision stands," she says, "it will be a black day for people with mental retardation." Quesada points out, however, that the Mentally Retarded Persons Act, a state law, continues to guarantee the right to community alternatives for this segment of the disabled population.

- President Reagan has submitted his FY 1988 budget request to Congress. It calls for a 4.1 percent reduction in basic state grants (Section 110) funding for vocational rehabilitation from the FY 1987 level of \$1,281 million. The president's request would mean a \$2.6 million reduction in TRC's share of Section 110 funds for FY 1988.
- The Senate has released the following list of members of the Senate Subcommittee on the Handicapped (Labor and Human Resources Committee) for the 100th Congress: Tom Harkin, chairman (Iowa); Howard M. Metzenbaum (Ohio); Paul Simon (Illinois); Brock Adams (Washington); Lowell P. Weicker, Jr., ranking minority member (Connecticut); Robert T. Stafford (Vermont); and, Thad Cochran (Mississippi).

Transitions

William (Bud) Croom, was appointed operations director for administration in Region I on December 17. Croom fills the position left by Ray Minyard when he became assistant deputy commissioner for administrative services.

T. C. Walker, who retired two years ago as an area manager at the Lufkin Field Office, died October 23, 1986.

Former area manager in the Amarillo Field Office, **Randy Jacobs** has been promoted to operations director for programs in the Lubbock Regional Office.

Gladys B. Weaver, senior counselor in the Victoria Field Office, retired February 18 after 20 years of work with the Commission.

Stanley Collins, has been promoted to senior counselor in the Longview Field Office.

Suzette Skinner, has been promoted to senior counselor in the Dallas Southeast Field Office.

Cleto Villarreal, senior counselor in the San Antonio Field Office West, retired January 31 after 23 years of service with TRC.

Pickle Concerned Over DDD Problems

A recent visit by U.S. Representative J. J. "Jake" Pickle of Austin raised Disability Determination Division officials' hopes for relief from budget and workload dilemmas currently plaguing the program.

On December 31, Pickle met with James L. Jackson, executive deputy commissioner, David J. MacCabe, deputy commissioner for disability determination, and other DDD officials for a briefing on current budget and staffing problems and on the inability to gear up completely to carry out key

“ How can we solve the budgetary problems so we can do justice to people who can't help themselves? ”

provisions of the 1983 and 1984 Social Security amendments. Pickle, who was chairman of the House Social Security Subcommittee in 1984 and sponsored the 1984 Disability Benefits Reform Act, was upset to learn that face-to-face hearings haven't yet started.

"Congressman Pickle was extremely concerned that the intent of Congress is being compromised," says MacCabe, "by the limited resumption of Continuing Disability Review case processing. When I told him the reason was limited budget, he was furious."

"The law is good only to the extent that it's implemented," says Pickle, "and if it's not, we've got to do something about it."

As current chairman of the Oversight Subcommittee of the House Ways and Means Committee, Pickle wants to schedule joint hearings with the Social Security Subcommittee (also of the Ways and Means Committee) to find out why Social Security amendments, now three and four years old, have not been fully implemented. He'll also try to get support on this issue from other key members of Congress such as House Ways and Means Chairman Dan Rostenkowski and House Speaker-elect Jim Wright.

"I think getting Mr. Pickle to come here and become involved in the issues will be beneficial," says MacCabe, "It was symbolic of his continuing interest in the Social Security Disability Program."

Members of Pickle's Austin staff returned to the Commission in early January to tour DDD units and gather more detailed documentation of DDD difficulties to support the Congressman in finding answers to questions confronting disability determination programs across the nation.

Pickle, himself, worded the main question during his brief visit: "How can we solve the budgetary problems so we can do justice to people who can't help themselves?" He indicated that, at the same time, taxpayers deserve justice in the operation of an efficient disability program.

Houston Job Fair Succeeds Despite Sluggish Economy

The sluggish economy notwithstanding, a total of 89 people with disabilities were interviewed for jobs at a recent TRC Job Fair hosted by the Houston Central Field Office Job Club.

Personnel representatives from Sysco, Veterans Administration Hospital, Central Parking, National Transit, Maxwell House Coffee, Wanza Shell Service, Safeway and Wyatt's Cafeterias interviewed applicants from the Texas Employment Commission, Marbridge House, Lighthouse for the Blind and the Houston Central Field Office.

"The employers were impressed by the preparation and outstanding qualifications of the applicants represented," says Terry Smith, area manager at the Houston Central Field Office.

"Each applicant," adds Smith, "was interviewed and evaluated on personality, attitude, and ability as well as specific job skills."

According to Hazel Broughton, job club instructor at the Houston Central Field Office, about 30 percent of the participants have been called back for second interviews.

"We've given a lot of people with disabilities a chance to interview with employers they would otherwise never see," she says.



During U. S. Representative J. J. "Jake" Pickle's visit in late December, DDD officials briefly but effectively outlined difficulties the disability determination program is having with sufficient staffing and work overloads, among other things. Says Pickle, "My intent is to do something about this problem." Here Margaret Lay (left), program section director in DDD, greets Pickle on his tour of DDD units.

Owens Visits TRC

Managers Hear CSAVR Director Speak on Rehab Act

The Rehabilitation Act is alive and well. So says Joe Owens, executive director of the Council of State Administrators of Vocational Rehabilitation.

“ Congress is supportive of this program because it’s cost effective and can prove its worth. ”

Owens is, in the truest sense, a shaper of rehabilitation programs nationally. While promoting programs benefitting people with disabilities to Congress, he also tracks legislation affecting those programs and keeps state directors informed on what is happening in Washington.

Speaking before a packed house of

TRC managers and officials January 20 at the Joe C. Thompson Center in Austin, Owens gave a comprehensive history of the Rehabilitation Act and a status report on the act after the recent reauthorization.

“It is the absolute most perfect statute in federal/state legislation,” says Owens, “because of its flexibility in allowing states, administrators, staff and counselors to provide almost any service to follow the intent of Congress.”

The act has seen some turbulent times since it became law in 1973. Through it all, one underlying theme has persisted, according to Owens—the focal point of the act remains, by design, the state rehabilitation agencies.

Its strength lies in the partnership it creates between state and federal agencies in delivering services to people with disabilities.

Both Owens and Commissioner Arrell agree that the Rehabilitation Services Administration (the Rehabilitation Act’s enforcement arm in the federal Office of Special Education and Rehabilitative Services) will further solidify this federal/state partnership under the direction of its recently-appointed commissioner, Justin Dart.

As the enhanced sense of federal/state partnership bodes brighter prospects for rehabilitation programs in the future, so does congressional support through recent spending bills for programs under the act.

In the last six years, Congress has appropriated over \$1 billion more in Section 110 funds than the president

“ We don’t have any great changes in service delivery because we’re already doing what it calls for. ”

requested. “Congress is supportive of this program,” says Owens, “because it’s cost effective and can prove its worth.”

Congressional intent to keep programs under the act cost effective surfaced during the reauthorization process in the controversy over restricting the definition of severe handicap to only those with the “most severe handicaps.” The net result, according to Owens, would have been to alter the traditional goal of

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In addition to spending a whole day discussing the Rehab Act with TRC managers, Joe Owens, CSAVR executive director, spent the next two days in briefings with Disability Determination Division officials. Here Owens (right) tours a DDD unit with Ed Harvey, assistant deputy commissioner for administrative services.

Historical LBB Action continued from page 1

House Bill 1

Vocational Rehabilitation Program

- State loses nearly \$10 million over the biennium in federal funds by not maintaining a state match equal to average match of the last three years;
- Reduces number of counselors by 11 (down from the current 349)

and eliminates the equivalent of one supervisory unit.

Extended Rehabilitation Services

- Reduces number of people in sheltered industry by 284, and increases state dollars spent to maintain people not employed but living in state institutions at

\$65 per day, per person;

- Closes six ERS projects leaving only 13 to serve the entire state.

Independent Living Program

- Funds for client services drop to \$400,000 from the current \$700,000;
- Cuts number of persons served by about half (approximately 480 served now).

Deaf-Blind Multihandicapped Program

- Same effect as S. B. 123.

Texas Planning Council for Developmental Disabilities

- Loss of state matching funds which may jeopardize federal grant monies;
- No new grant projects initiated.

Comprehensive Medical Services

- Abolishes program and any opportunity for some severely disabled persons to become productive and self-sufficient.

Interagency Transitional Services Program

- Same effect as S. B. 123.

Administration

- Loss of nearly \$800,000 in federal funding for VR administration in each year of the biennium;
- Eliminates Governor's Committee for Disabled Persons;
- Results in loss of 63 full-time equivalent positions in the Central Office and regional offices.

At this writing, the Budget and Oversight Subcommittee of the House Human Services Committee has marked up H.B. 1, recommending level funding for the Commission. However, two additional mark ups on H.B. 1 will occur in the full committee and in the House Appropriations Committee. The issue of TRC appropriations is far from settled by this initial recommendation.

"News & Views" will continue to report on the progress of these bills through the course of this Legislative session.

Selection No Longer a Question

“ We haven't changed it as much as some believe. ”

Choosing among several applicants for a job opening is never easy.

The policy at TRC is still basically the same—hire the best qualified person for the job.

Yet, the new TRC selection policy, which went into effect February 1, is aimed at refining the process and equipping managers with better tools to distinguish which is really the best qualified applicant.

The selection policy surfaced as an area of emphasis in the Blue Ribbon Committee. Appointed by Commissioner Max Arrell and chaired by Executive Deputy Commissioner James L. Jackson, the committee has been reviewing TRC policies related to personnel issues.

After researching available selection processes, the committee decided to redraft Commission policy in this area and offer training in the process to managers.

Tom Word, director of staff development in TRC's Central Office and Vocational Rehabilitation Division, and Bruce Rollman, director of staff development in the Disability Determination Division, helped develop Commission-wide training in the selection policy process.

"We haven't changed it as much as some believe," says Mike Mericle,

assistant deputy commissioner for personnel and staff development, "We've reordered it and given it consistency by giving all TRC managers the same training."

According to Mericle, managers had previously received, from various sources, training in interviewing techniques which emphasized "what you don't do." Training for the new selection policy gives a more positive approach to hiring employees with a step-by-step outline of what managers should do throughout the process from reviewing the job description to the actual selection.

In addition to clarifying and organizing the former policy, the new selection policy has a new key emphasis—match, objectively, the verified skills of the applicant with skills required to do the job. This tends to redefine the term "best qualified" and lessens the chances of considering qualifications unrelated to the specific job in question.

Once all Commission managers have attended training, which runs through February, they are then responsible for training their managers and supervisors in the new selection policy.

HRS Is On-line

The new Human Resource System is up and running.

Commission payroll checks issued February 2 were processed through the system, and this is just one of its many capabilities.

Begun several months ago as an effort to update the TRC payroll system, HRS grew into a comprehensive system that combines all areas of administrative operations and record keeping into one database.

"It was a real collaborative effort on the part of many employees from Fiscal Services, Automated Information Division and Personnel who've worked for many months on the system," says Mike Mericle, assistant deputy commissioner for personnel and staff development.

Since all systems are now connected through HRS, complete files for individual employees, such as payroll, leave and training records, can all be created at the same time.

"One of the keys," says Mericle, "is that HRS cuts down on a lot of paper. Data entry into the computer on a personnel action will be done where the action is approved."

So, for example, if a field employee requests leave, the request will go to the appropriate regional office and be entered into the database through HRS where it becomes part of the employee's permanent record. Soon, such entries will be done at the offices of area managers to further decrease the flow of paperwork among Commission offices.

At this point, payroll vouchers, job-applicant flow records and leave requests are done at the Central Office and at the regional offices. Officials anticipate training in the process for all TRC offices as responsibility for entering data into the system broadens.

HRS may well be the cornerstone for the future of the "paperless office" at TRC.

RSA Forums Give Input for Reg Writing

Consumer groups, advocates, agencies and all organizations interested in disability issues converged in Dallas December 10 for an unprecedented opportunity to comment on regulations for recent amendments to the Rehabilitation Act before they are written.

The Rehabilitation Services Administration, a federal agency charged with enforcing and writing guidelines interpreting the Rehabilitation Act, held the regional public forum to gather information and pinpoint concerns over the Rehabilitation Act Amendments of 1986.

"The forum was significant," says Commissioner Arrell, "because it was a chance to get first hand input from consumers, service providers, and others interested in vocational rehabilitation all in one place, at one time."

Addressing the forum, James L. Jackson, executive deputy commissioner, indicated that "this is a novel approach to regulation writing which has not been available before the appointment of Justin Dart, commissioner of RSA."

One by one, participants at the forum addressed each of the amendments, expressing concern, support or questions to be answered by the regulations.

The primary question underlying almost all the testimony was that of definition of terms occurring in the amendments. Terms such as "supported employment," "severe handicap," and "employability" came up throughout the testimony surrounded with suggestions for defining them.

Observers believe that when the RSA publishes its regulations interpreting the amendments, the questions will be answered and the definitions clarified. Furthermore, the regional forum participants will feel they had a part in developing them thanks to Commissioner Dart and his foresight in holding the forum.

"Justin Dart is the one person, says Commissioner Arrell, "who can bring the federal/state program and the constituency together to work in one direction."

Dart Meets With TRC Board



Photograph by Ted Candler

After presiding over the Rehabilitation Services Administration regional public forum in Dallas, Justin Dart (left), commissioner of the RSA, stopped off in Austin December 12 to address the TRC Board and to visit with Commissioner Arrell (right). Encouraged by Dart's appointment to the RSA and his philosophy of working together, Commissioner Arrell says, "Justin Dart is the light at the end of the tunnel."

The Association for Retarded Citizens is now offering life insurance to its members through National Fidelity Life for which persons with retardation pay the same premium rate as everyone else. The whole life plan is priced at standard rates which do not increase as the insured grows older. A study of IQ levels developed by ARC was used as the basis for underwriting this plan by National Fidelity so that those with IQs above 50 and those with IQs below 50 alike are eligible for this coverage. For more information about ARC's new life insurance plan, call collect 1-915-699-7695.

The Tax Reform Act of 1986 creates some tax breaks for disabled persons but takes away many others. Although the law repeals the \$2,400 credit for the care of a dependent who is disabled, it continues a \$2,400 credit for day care costs paid by all taxpayers who have dependents regardless of whether those dependents are disabled. Under the law, single blind persons lose a double personal exemption totalling \$2,160 annually while gaining an increase of \$750 in the standard deduction. The standard deduction for married taxpayers who are blind is boosted by \$600 each. A bright spot in the tax reform legislation for the disability community is a provision allowing workers with disabilities a deduction for the cost of aids they need to work. Also, the reforms authorize a three-year extension of the Targeted Jobs Tax Credit, giving employers a credit equal to 40 percent of wages paid to a disabled employee during the first year of employment. The legislation features several other changes in tax laws for people with disabilities, but for all the benefits the bill deletes, it offers lower tax rates which will leave the tax burden about the same for most taxpayers. For more information about the effects of this new legislation, contact the Internal Revenue Service at its toll-free number: 1-800-424-1040.

On January 26, 1987, a federal district judge dismissed a major civil rights suit filed over a year ago by an employee in the TRC Disability Determination Division. The suit originally alleged that the State of Texas, TRC, and twenty individual defendants, all employees of the Commission, had engaged in acts of discrimination and retaliation. A petition was later filed to amend the complaint, dropping all but one of the original defendants and adding a new defendant. The amended allegation was changed to violation of freedom of speech and discrimination. The judge dismissed the entire lawsuit based on a motion to dismiss filed by the plaintiff employee.

The Private Industry Council in Corpus Christi has approved \$513,239 for job training for mothers on welfare, dislocated workers and people with disabilities over an 18-month period. The council has authorized the Nueces County Job Training Partnership Act program to contract with Del Mar College to train 110 participants at a cost of \$4,665.85 each. Twenty-five training slots were set aside for TRC clients

in early January. The training includes remedial academics, life skills, vocational skills and placement and follow up. Ron Trull, program specialist, credits Pat Alba, counselor in the Corpus Christi Field Office, and his work on the board of PIC with securing specific slots for TRC clients in this program. "That's exactly what we're trying to accomplish across the state," says Trull.

The Austin Social Security Office now has a teleclaims service for those wishing to file for Social Security Retirement, Survivor or Disability benefits. Appointments for teleclaims in Austin are usually scheduled within a week of your call and can be made by calling 482-5344.

The Coalition of Texans With Disabilities is sponsoring a Disabled Consumer Day March 31 in Austin. CTD is getting people together for personal visits with legislators in their offices at the Capitol. Anyone interested in disability or human services issues before the current Legislature is urged to gather at 1:00 p.m. in the Capitol Rotunda to make their views known to legislators.

MILESTONES

January 1987			
15 years:	Region II Perry Allen Jr. S. J. Ellison Jr.	15 years:	Region V Frances Creech
15 years:	Region III Lee D. Lindsley	10 years:	DDD Mary T. Hayes Neta C. Jett Pamla J. Rector
15 years:	Region IV Henry Etta Collier	15 years:	Celia Gutierrez Teresa Lopez
February 1987			
10 years:	Region I Donna Haynes-Duckworth	15 years:	Region VI Karen Joplin
10 years:	Region II Jan Y. Tittle	10 years:	Central Office Allen T. Palmer
15 years:	Region III Dorothy T. Innerarity	25 years:	John A. Fenoglio
10 years:	Region V Graciela Leal	10 years:	DDD Bonnie H. Brown Margaret H. Lay Mark H. Mays David O. Norman
		15 years:	Glen L. Shomaker George C. Weatherford



Applause

CSAVR Director

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These TRC employees recently received press coverage for the Commission: **Paul Baganz**, counselor in the Fort Worth Field Office West; **David Hooper**, counselor in the Odessa Field Office Central; **Billy Feltman**, counselor in the Lufkin Field Office; **Kaye Beneke**, public information director; **Carl Moore**, counselor in the El Paso East Field Office; **Margaret Nosek, Ph.d.**, board chairperson of the Texas Governor's Committee for Disabled Persons; **Susan Campbell**, counselor in the Baytown Field Office; **James L. Jackson**, executive deputy

commissioner; **Carol Champion**, project coordinator of the Valley Transitional Project in Harlingen; and, **Jo Anne Hull**, counselor in the Corsicana Field Office.

Jim Pratt, who retired as a program officer in DDD in 1983, has been elected mayor of Horatio, Arkansas, population 998. Pratt's term began January 1, 1987.

Mary Valentini, regional director in Region I, recently received a certificate of congratulations from State Senator John T. Montford for her recent appointment to the regional director position.

Bill Proszowski, hearing officer in the San Antonio Office of Disability Hearings; wrote two articles which appeared in the November 1986 issue of the National Association of Disability Examiners professional publication, the *NADE Advocate*.

Last month's "Applause" listed **Alan Craig** as an area manager in the Amarillo Field Office. Since then we learned that, late last fall, he moved to the Baytown Field Office in the position he has always held, that of counselor. We also mistakenly identified **Wes Huerta** in the Harlingen Field Office as a counselor when he is really an area manager. Sorry for any inconvenience these incorrect notations may have caused.

vocational rehabilitation programs—competitive employment.

When pressured by special interest groups for a stricter definition, lawmakers balked. "Congress insisted on keeping the definition as is with only small changes while retaining the goal of competitive employment to keep it from becoming a welfare program," says Owens.

Owens went on to outline other changes in the act brought about by the reauthorization but emphasized that the priority of this act is still competitive employment.

How will the reauthorization of the act affect the Commission? "We don't have any great changes in service delivery," says Commissioner Arrell, "because we're already doing what it calls for."

He points to TRC's increased emphasis on transitional programs and supported work for people with severe chronic disabilities. "We have the vehicle and the organization in place," states Commissioner Arrell, "so all we need is more money to carry it out."

"Many things still need to be done if it (the Rehabilitation Act) is going to remain a flexible program," says Owens, "but the reason there is still life in the program is we in the system."



TRC News & Views is published by the Texas Rehabilitation Commission for distribution to its employees and retirees throughout the state. Inquiries may be addressed to Vernon Dement, Public Information Office, Texas Rehabilitation Commission, 118 E. Riverside Drive, Austin, Texas 78704; or telephone (512) 445-8249.

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