



TRC news & views

TEXAS REHABILITATION COMMISSION

Vol. 3, No. 10

Austin, Texas

October, 1981

NON-CIRCULATING
NTSU LIBRARY

RIF IS UNDERWAY

Budget Cutbacks Hit Home

Like all of the major state agencies in the social services field, the Texas Rehabilitation Commission is faced with the reality of operating with reduced financial resources. The loss or reduction of funds from several major funding sources made it necessary for Commissioner Max Arrell to implement a reduction in force within the TRC. At the Sept. 11 meeting of the TRC Board, Arrell explained the need to begin a reduction in force program immediately. Arrell promised that the reduction will be carried out "in a manner that will be the least harmful to the disabled people we serve."

A reduction in force program is never easy or pleasant, as was demonstrated by Deputy Commissioner Doyle Wheeler's recent visit to Sugar Land. Wheeler told the staff there that the Sugar Land Regional Office will be shut down, effective Jan. 1, 1982. The eight positions in that office will be eliminated. "It was difficult," Wheeler said. "Very difficult."

Boundary lines for the remaining six TRC regions will be re-drawn to pick up the field offices currently contained in Region VII and to re-distribute the number

of offices contained in each region.

The closing of the Sugar Land office is the first step of the reduction in force program. TRC has suffered funding cutbacks from several programs that contributed to the overall budget. When Congress amended the Social Security Act, it changed the Rehabilitation Trust Fund and Social

Security Insurance rehabilitation programs. That means a loss of \$6 million for Fiscal Year 1982. In addition, the Texas Department of Community Affairs has cancelled its CETA contract with TRC. That will result in an additional loss of approximately \$1.8 million. And, TRC officials expect there will be further cuts

Cont. on p.2

New Board Member Appointed

There was a new face among the TRC Board members gathered in Austin for their regular meeting last month. The Board welcomed William C. Morrow of Midland to his first meeting on Sept. 11. Morrow was appointed by Governor Clements to replace outgoing Board member Marjorie Kastman whose six-year term expired.

Morrow is Senior Vice President and a Director of Magnatex Industries, Inc. The corporation is a private holding company with subsidiaries and divisions engaged in oil and gas and real estate industries. Morrow is an authority on oil and gas securities law and is often asked to speak or write on

the subject.

A graduate of Baylor University, Morrow holds a Bachelor of Arts degree. He graduated from the Southern Methodist University Law School in 1962. Morrow is married and has three children.



William C. Morrow

(Cutbacks cont.)

before the federal budget process is through.

At this writing, Congress is still in the process of determining how much basic support money will be appropriated for state vocational rehabilitation programs. During the summer, the Reconciliation Conference authorized a five percent increase over the \$854 million appropriated for FY 1981. Even if Congress appropriates the full amount authorized, including the increase, TRC will still come out with 12 percent less funds than were authorized for FY 1981. That's because of the nearly \$8 million loss of Social Security and CETA funds.

That is the reason for the reduction in force program. And, the Sugar Land Regional Office is not the only victim of this economic situation. Commissioner Max Arrell says 30 counselor positions and the accompanying support staff, some six percent of the total field staff, must be eliminated. And, in spite of an increase in the Disability Determination Division staff which will require additional support, at least 14 positions, five percent of the staff, in the Central Office will be eliminated. The positions will be deleted no later than Dec. 31, 1981.

With these reductions, TRC should be able to operate with a 12 percent reduction in funds. However, if there are further budget cutbacks, there will be further reductions in force. Arrell says that every position in the Commission is being evaluated to determine if that position can be eliminated.

"I consider this the most important decision I have

made since becoming Commissioner," says Arrell, referring to beginning the reduction in force program. "When one person loses a job, that's one person too many."

In hopes of finding other places in the Commission for employees whose jobs have been eliminated, Commissioner Arrell has placed a freeze on all vacant positions. Notice of vacancies to be filled will be sent to TRC offices statewide. Managers have been instructed to give first consideration to TRC employees who apply and are eligible for the position. Likewise, DDD, which is undergoing an expansion program, has offered to give priority to Vocational Rehabilitation Division employees who apply for jobs.

Obviously, cutbacks in funds and personnel will have some impact on the disabled

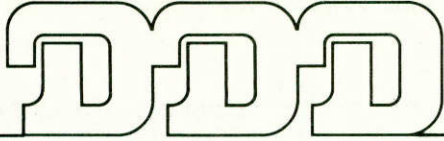
people TRC serves. Arrell has stated on several occasions that counselors will be directing their attention to the more severely disabled people. Counselors will soon be given training to help them determine which applicants would most benefit from vocational rehabilitation services.

Whatever the funding situation, Arrell has made one commitment to the disabled people of Texas. In his memo describing the reduction in force program to the Regional Directors, the Commissioner promised, "The basic principle underlying the statewide reduction in force program is that the reduction shall be carried out in a manner that will have the least harmful effect on services to the handicapped population needing or receiving vocational rehabilitation services."



Dr. Philip Speegle, (left) president of Odessa College, recently received a special TRC award citing his outstanding contributions to disabled Texans. Commissioner Max Arrell, who presented the award, noted that Speegle has had a vital role in the establishment and growth of the Odessa College Vocational Evaluation Program. Among other things, Speegle arranged for the program to be funded through Odessa College.

FROM



The Disability Determination Division continues to make adjustments to meet the demands of an increased workload resulting from changes in the Social Security laws. As reported in past newsletters, DDD is expanding its work force and operating under a new organizational structure. This month, DDD announces the promotion of 51 employees whose advancements are another phase of the expansion program. The promoted employees are:

RECONSIDERATION: Robert Gips, Glenda Pack, Patrice Thompson, Warren Napier, Camille Seaton, Pat Bailey, John Butler, Patti Newman, Lee Rogers, Richard Farrow, Ginger Eways, Mary Bobb, Jopie Smith, Pam Lodwick, Barbara Antonik, Julie Garza, Paul LaGrone.

CASE CONSULTANTS: Anne Monnig, Stephanie Slattery, Jack Linder, Robert Sebesta, Amy Bloebaum, Kay Chee, Paul Schulz-Behrend, Dale Harper, Pam Griggs, Becky Sheen.

CONTINUING DISABILITY INVESTIGATIONS: Norma Lawrence, Margey Mackey, Dennis Neitsch, Dreama Vance, Gene Zumalt, Mark Rodriguez, Susan Belisle, Judy Linder, Stephanie Washington, Bonnie Brown, Laurel Griffin, Cindy Kingsley, Charlia Lewis, Jerry Schubert, Joe Edmondson, Mollie Lozano, Mark Mays, Les Roberts, Dave Smith.

SUPERVISORS: Kaye Costin, Gene Gorham, Tom Henderson, Cobby Cobarruvias, Belvin Sneed.

Deputy Commissioner Dale Place congratulates the employees who were promoted and says he is proud of the entire division for its cooperation and patience during this time of change.

Annual Report Takes Top Honors

TRC's "1980 Annual Report to the Governor" took first place in the Annual Report Category of a media contest sponsored by the National Association of Mental Health Information Officers. Information Specialist Kaye Beneke accepted the award on behalf of the Commission at the recent NAMHIO Annual Conference in Detroit, Michigan. Entries in the contest came

from many states around the country.

"I am proud of the award for two reasons," Beneke says. "First, it's a nice reward for all the people who worked so hard to put out a quality annual report. And, it gives TRC a little bit of national exposure."

Work on the annual report for 1981 is already underway. The report should be off the press by the end of December.

From the Field:

"Since so many people in TRC are honored either on Boss Day or during National Secretary Week, the staff at Corpus Christi F.O. West found that the person who keeps us cool, prevents us from running out of forms, calls the plumber and guards our paycheck...the AD TECH...does not have an official day of recognition. This TRC staff is greatly appreciative of the efforts and kindness of our Ad Tech, Mary Rowland, and instituted the First Annual Ad Tech Day with a luncheon in her honor."

...submitted by
Joseph Mosel, Supervisor
Corpus Christi F.O. West



IYDP Notes

In observance of the International Year of Disabled Persons, the U.S. Postal Service has issued a new commemorative stamp. The 18-cent stamp is one of many developed in countries around the world to promote the IYDP theme. The stamp was designed by artist Martha Perske of Darien, Connecticut. This is her first stamp design.

A number of vocational rehabilitation offices around the country are stocking up on the stamps for use on letters to clients, employers and the general public. Sounds like a good way to promote IYDP on a daily basis!



Disabled doesn't mean Unable

IYDP Postage Stamp

Safety First...

by Linda Dryden

On Wednesday, Sept. 16, 1981, the Regional Directors were given a presentation on the expanded Health and Safety Program for Texas Rehabilitation Commission employees. Linda Dryden, Accident Prevention Coordinator, provided the information on the elements of the Health and Safety Program and its future direction. To demonstrate the types of safety training available, the Regional Directors were shown a flammable liquids demonstration. Harry Stewart, Plant Engineer and Fire Chief of San Antonio State Hospital and School, conducted the demonstration. Stewart is also instructor in charge of fire prevention program classes at the Texas A & M Fireman's Training School. He provided an interesting, informative and "explosive" program. He showed the highly flammable and explosive nature of some products used each day such as hairspray, cologne, gasoline, deodorant and cleaning fluids.

Congratulations:

Dorothy Innerarity, Austin F.O. North rehabilitation technician, who was recently elected an officer of the Texas Public Employee's Association. She is TPEA's Third Vice President.

TRC News & Views is printed by the Texas Rehabilitation Commission for distribution to its employees and retirees throughout the state. Letters to the Editor may be addressed to Kaye Beneke, Public Information Office, Texas Rehabilitation Commission, 118 E. Riverside Drive, Austin, Texas 78704; or telephone (512) 447-0745, (Tex-An) 823-4745.

October Safety Tips

On The Job:

Exposed electrical cords are a major cause of office accidents. Check your office to insure that all electrical cords are not placed across walk-thru areas.

Off the Job:

Halloween is coming! Be

sure that you give out wrapped candy to trick-or-treaters and don't keep any unwrapped treats collected by your children. Also, try using small flashlights inside of Jack-O-Lanterns instead of candles.

The Goblins will get you if you don't watch out!



Fire prevention expert Harry Stewart demonstrates what happens when ordinary hairspray makes contact with a lighted flame.

Calendar of Events

OCTOBER 1981

October

6- 8	Medical Training for Counselors (Phase II)	San Antonio
7- 9	On the Job Again Conference (Workers Compensation)	Dallas
14-16	American Society for Training and Development - Annual Conference	Houston
18-23	Management Training for Supervisors (TSMDC)	Lakeway, Austin
19-23	New Personnel/Specialized Orientation	Central Office
25-30	Management Training for Supervisors (TSMDC)	Lakeway, Austin
30	Wheelchair Maintenance Field Test	Central Office