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Inform - A Quarterly Newsletter for Maine Women (Spring 1983)

The Maine Commission for Women Staff

The Maine Commission for Women

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Inform

Published by The Maine Commission for Women

Pensions, Insurance and Gender-Bias

For years employers and insurance companies have been treating women and men differently when it comes to pension and insurance programs. Depending upon one's gender, you might be treated quite differently regarding the amount of the premiums you pay and/or the benefits you receive. However, current activity by both the legislative and judicial branches could soon change all of that.

Under Title VII of the 1964 Civil Rights Act and the Maine Human Rights Act, employers are prohibited from discrimination based on gender in providing benefits to their employees. The basis for these recent charges of discrimination has been sex-based actuarial tables which the industry uses to predict risks and set benefits and rates. These tables show that women as a class live longer than men as a class and that the gap is widening. The American Academy of Actuaries says that the life expectancy of women increased from 54.6 years for those born in 1920 to 78.3 years for those born in 1981. For men, the corresponding figures are 53.6 years and 70.7 years. The question is, does the use of these actuarial tables violate Title VII?

COURT ACTION: In April 1978, the U. S. Supreme Court ruled that employers cannot require women to pay more for pension benefits than men. As a result of that case, Nathalie Norris, a divorced mother with three children filed suit in federal court in Phoenix, Arizona, stating that a voluntary retirement plan for Arizona State employees was illegally discriminating against women since women received lower monthly payments than men retirees. According to an article in the Wall Street Journal on January 10, 1982, Ms. Norris discovered that under the Arizona plan, due to sex-based actuarial tables, she would receive \$320.11 per month at age 65 while a man who had contributed the same amount would receive \$354.07.

"I suggested to many people that this just isn't right," she says. "How the heck do I know how long I'm going to live?"

The federal court found in her favor saying the plan "discriminates against women because it looks at them as a class instead of as individuals." The State of Arizona appealed it to the U. S. Supreme Court which recently heard arguments and should be handing down an opinion within the next few months. During another Supreme Court case, Solicitor General Rex Lee told the Court that, "Title VII protects individuals, not groups; it is not satisfied simply by showing that the challenged policy is fair to the group as a whole." (Interestingly, the same Reagan administration had used the same interpretation of Title VII in opposing hiring quotas in race discrimination cases.) This case, *Spirit v. TIAA-CREF*, involved a lower court decision which stated that TIAA-CREF had violated federal anti-discrimination law by basing retirement benefits on gender. TIAA-CREF had asked for this review because the lower court's finding conflict with a Sixth Circuit case (*Peters v. Wayne State*) which approved TIAA-CREF's pension program at Wayne State University in Detroit, Michigan. Meanwhile, sex-neutral retirement plans have been adopted by other universities. The University of Minnesota and Temple University (PA) changed their plans so that women and men receive the same benefits when they retire. Temple University's attorney, Robert Reinstein, stated that regardless of the outcome of various lawsuits testing out the legality of plans which discriminate, he felt it was unfair to pay women retirees less. "If this were done by race or national origin," he said, "I don't think that people would tolerate it."

Defenders of the use of actuarial tables argue that insurance requires group classifications and that the statistical analysis of large amounts of data enables them to reasonably and accurately predict when an average member of a group will die.

Continued next page

CONGRESSIONAL ACTION: Regardless of what the courts do, Congress has reintroduced several bills as a part of the Economic Equity Act which will address these issues.

The bills are numbered S.372 in the Senate and H.R. 100 in the House. Most of these same bills died during the lame-duck session of Congress last year. One exception is a law which essentially overturned the court's earlier decision in *McCarty v. McCarty* [49 USLW 4850 (1981)]. The court had found that military pensions were the sole property of the serviceman and not divisible in a divorce.

Much debate is expected in Congress. In testimony given last session before the Senate Commerce Committee regarding a bill sponsored by Republican Senator Robert Packwood of Oregon, Mavis A. Walters, a member of the Committee on Risk Classification of the American Academy of Actuaries, stated that under a bill to disallow use of sex-based actuarial tables, "Women would pay more for life insurance; men would pay less. Women would pay less for annuities; men would pay more. Women would pay more for auto insurance; men would pay less."

Women would pay less for disability insurance and men would pay more." Higher costs will also be felt by the insurance industry; estimates range from \$500 million to several billion dollars, depending on whether the law would be retroactive.

The whole debate may come down to "how much it will cost." The response by those who want to end discrimination in insurance might be similar to Congresswoman Barbara Mikulski's: "Cost shouldn't count on a matter of rights and women are willing to take

their chances on a bill that might help men. As it is now, women get penalized for living longer, but get no bonuses in other insurance for living healthier, less risky lives. We are caught both ways. Because we live longer we get less benefits in pensions but we don't get lower rates or better coverage in disability and health. That's the fundamental issue that we're trying to get at."

DID YOU KNOW...*

-The average private pension income in 1980 was \$2375 for women and \$4103 for men.

-Of all full-time workers in private industry in 1979, 41% of the women and 51% of the men were covered by pension plans.

For more information on Women and Pensions contact: Older Women's League
3800 Harrison St.
Oakland, California 94611

Women's Pension Project
Pension Rights Center
1346 Connecticut Ave., N.W.
Washington, D.C. 20036

Women's Legal Defense Fund
2000 P Street, N.W.
Suite 400
Washington, D.C. 20036

*The Women's Pension Project
Vol. 1, No. 2 & 3, Winter/Spring 1982

State Government Update

STATE ERA: On March 30 the Joint Standing Legislative Committee on State Government voted 12 to 1 Ought-to-Pass (OTP) on LD 59, the State ERA. An amendment by the sponsors will now send the bill out to referendum in November 1984. Final is expected by the legislature by mid-April. Keep your eyes and ears open! By the way, do you know how your legislator plans to vote on the State ERA?

EMPLOYMENT & TRAINING: Governor Brennan has named 14 of the 25 members of the new State Training Council, an advisory group which will replace the current State Employment and Training Council (SETC) by October 1983. The change comes as a result of the elimination by the Federal government of the CETA program and putting in its place the new Job Training Partnership Act (JTPA). This advisory Council will make recommendations to the Governor over the next few weeks and months regarding the implementation of the new program. These recommendations will greatly affect how, when and where employment and training opportunities will be delivered across the State.

Members thus far named by the Governor:

Gregory Freeman	from	Presque Isle
Richard A. Jalkut		Cape Elizabeth
Roger Seigny		Saco
John L. Martin		Eagle Lake
Nancy R. Clark		Freeport
Leslie Stevens		Gardiner
Diana Scully		Portland
Richard Redmond		Augusta
Charles O'Leary		Orono
Peter Coe		Walpole
Carlton McGary		Augusta
Susan Almy		Charleston
Marie Andrews		Temple
Laurie Parkin		Lewiston

Maine Criminal Justice Academy

DEPARTMENT OF PUBLIC SAFETY: The Maine State Police in cooperation with the Maine Commission for Women is offering a three (3) day Recruitment Program at the Maine Criminal Justice Academy April 20-22, 1983.

This program has been developed for persons who wish to pursue a career in law enforcement. Special emphasis will be placed on the implementation of the Department's Affirmative Action Plan and directed toward recruitment of women.

The 3-day Recruitment Program will consist of an overview of the Criminal Justice system and will be held at the Maine Criminal Justice Academy located at 93 Silver Street, Waterville, Maine. Meals and lodging accommodations are provided at the Academy.

The program will give those attending a chance to

observe and take part in State Police training, which will include classroom presentation as well as practical application of law enforcement methods and technology.

If you would like to have a member of the State Police Training Staff come to your school to speak to any group that may be interested in this program, please contact Sgt. James L. Camick, at the Maine Criminal Justice Academy, 93 Silver Street, Waterville, Maine, or telephone 289-2788.

Legislation Update

KEY

RTC: Referred to Committee

HRG: Hearing

LvTW: Leave To Withdraw

OTP: Ought To Pass (Reported out of Committee)

ONTTP: Ought Not To Pass (Reported out of Committee)

SH: State House

SOB: State Office Building

LD #	TITLE	STATEMENT OF FACT	ACTION TAKEN
34	AN ACT Concerning the Qualifications for Licensure as a Practical Nurse	The purpose of this bill is to permit persons with nursing experience to take the examination for licensed practical nurses even though they may not have had any formal education in practical nursing.	HRG 1/20. LvTW accepted by both houses.
59	Resolution, Proposing an Amendment to the Constitution of Maine to Provide Equality of Rights under the law.		HRG 2/17
115	AN ACT Relating to Abortion by Saline Injection	Would prohibit saline abortions, except when necessary to save the life or health of the mother.	RTC 1/10 Judiciary HRG 4/19 or 4/21
201	AN ACT Relating to Abortions in the Third Trimester	Prohibits any abortions in third trimester except to preserve life or health of mother. Makes this violation a Class D crime. (1-3 yrs.)	RTC 1/17 Judiciary HRG 4/21
227	AN ACT to Promote Early Diagnosis of Child Abuse or Neglect.	Permits a school official to confirm a suspected case of child abuse/neglect so the official can take such a child to get a medical exam.	RTC 1/19
456	AN ACT to Provide Funds to an Elderly Legal Services Program.	Provides revenue to maintain legal services for elderly at the same level and replaces reductions in federal funds.	RTC 2/3 Appropriations HRG 3/22
480	AN ACT to Make Joint Custody the First Order of Preference in Child Custody Cases.	This would revise child custody laws to make joint custody the first order of preference in separation, annulment or divorce.	HRG 3/21
489	AN ACT Relating to the Minimum Wages for Waiters and Waitresses.	Establishes minimum wage for service employees at $\frac{3}{4}$ of the prevailing minimum wage.	RTC 2/3 Labor HRG 2/15 Accepted ONTP
647	AN ACT to Make Confidential Certain Documents of the ME Human Rights Commission.	Would make documents and materials received by the MHRC in the course of investigation a charge of unlawful discrimination confidential until the end of the administrative processing of the charge. At that time copies of the charge and final dispositions and findings, including investigator's reports, would become public.	RTC 2/8 Judiciary HRG 3/23

Continued page 5

Events

DATE	SPONSORING ORGANIZATION	TIME & PLACE	EVENT	COST	FOR FURTHER INFORMATION
APRIL					
28	YWCA	YWCA, 17 Second St Bangor, 7:30 PM	FILM—"Growing Up Female"	-0-	Cynthia Perkins 942-6746
29	MAINE CIVIL LIBERTIES UNION	Coles Tower Bowdoin College 5:00 PM	Annual Mtg. & Dinner Agenda: "Propaganda Film Festival" Speaker: Sunny Robinson on "Civil Liberties at the Grass Roots: Lessons from the Struggle Against the Massachusetts Death Penalty."	\$9.50	Ruth Graves Robert Cotty 774-5444
29-30	UMO WOMEN'S Center	UMO. Memorial Union	TAKING CARE OF OURSELVES. Women's Health: Issues and Alternatives. (Child care provided upon request)		581-1288 581-1784
30	Margaret Fuller Forum	All Souls Unitarian Church, 11 King St. Augusta, 8 PM	William Goldberg concert, classical pianist/harpischordist. Will play Bach's Goldberg variations	\$3.00 donation	Douglas Morgan Strong 622-3232
10, 17 24 & 30	WMGX Radio	Sundays at midnight. Complete schedule available from WMGX.	"A Critical Look at Feminism." An 8-part presentation. 4/10 - "A Feminist Looks at Men" 4/17 - "Feminism and Abortion" 4/24&30 - "Feminist in the Workplace"	-0-	Larry Adlerstein WMGX 774-4561
MAY					
3	Women's Center Westbrook & Greater Portland Chamber of Commerce	Moulton Theater Westbrook 7:00 PM	"Women of Achievement" Seminar. Reception to Follow in Wing Lounge sponsored by Hannaford Brothers	\$3.00	Carol Andrea 8:30-12:30 797-7261
4	University of ME	UMO—Memorial Union—noon	Reproductive Freedom. Cathy Palmer	-0-	Student Activities Office UMO

DATE	SPONSORING ORGANIZATION	TIME & PLACE
5	YWCA	YWCA, Spring St. Portland 6:30-9 PM
5	YWCA	YWCA, 87 Spring St Portland 6:30-9 PM
5	University of Southern Maine	Shawmut Inn Kennebunkport 8:30 AM-5:00 PM
6 & 7	ME Division AAUW	Bowdoin College Brunswick
6	YWCA	YWCA, 87 Spring S Portland 7-9 PM
8	Family Crisis Shelter/Ptld	
13 & 14	YWCA	YWCA, 87 Spring S Portland 10 AM-4 PM
14 & 15	University of ME—Fort Kent	Cyr Hall UMFK 7:00 PM
16	University of ME—Orono	Augusta Civic Cent 9 AM-4:30 PM
16 & 17	Family Planning Association	To be announced
20	American Assn of Public Administrators	Shawmut Inn Kennebunkport 12 noon-9:00
21	ME N.O.W.	Thomas College Waterville 9:30 AM-5:00 PM

Women: An Economic Resource

A Conference on the future of job training and job development for women in Maine

MAY 16, 1983 Augusta Civic Center 9 AM-4:45

THE WOMEN'S DEVELOPMENT PROGRAM of UMO will bring together public policy makers, service providers, private industry representatives and Maine women to examine issues concerning women as an underdeveloped economic resource of this state. Despite recent job development and training initiatives, large numbers of Maine women are unable to locate productive employment which fully utilizes their skills. This conference is intended to foster the planning and implementation of job development, training, education and employment policies which will be more responsive to the needs of women at all skill levels and will contribute to the economic development of Maine.

The registration fee, which includes lunch at the Civic Center, is \$7. A waiver of the fee is available for those persons unable to afford it. Childcare will be provided if arranged with us in advance. For more information or to register, call or write The Women's Development Program, University of Maine, 251 Aubert Hall, Orono, Maine 04469. (207 581-1226)

The Agenda will include:

Address by the Governor

Keynote speech by Dr. Carolyn Shaw Bell, Professor, Wellesley College; commentator on current economic affairs

Panel which will address the issue of how public policy and private industry can better prepare and utilize women as an economic resource in Maine. What new directions do we need to explore in order to achieve equity in employment opportunities?

Presentations by state and national model programs

Action sessions to encourage participation by all those present

Networking and future follow-up of conference proposals

LD #	TITLE	STATEMENT OF FACT	ACTION TAKEN
679	AN ACT to Include the Term "Sexual or Affectional Orientation" in the Maine Human Rights Act.	Would extend to all citizens, regardless of their sexual or affectional orientation, the same protections now guaranteed to others on the basis of race, creed, sex or color. Discrimination in the areas of employment, housing, public accommodations and credit would be prohibited.	RTC 2/16 Judiciary HRG 4/20
685	AN ACT to Establish Funding for Programs of Preventative Intervention and Family Support.	Would increase the marriage license fee from \$10 to \$20, and directs that the \$10 increase be used for grants to programs or agencies that serve families with infants or young children.	RTC 2/22 Labor Being re-drafted
703	AN ACT to Provide Adoption Information to Unwed mothers.	Would provide information on the adoption procedure to pregnant women and new mothers so they may make the most informed decision on whether or not to keep their baby.	RTC 2/10 Judiciary HRG 3/9 Rm. 113 SOB Being re-drafted
705	AN ACT to Provide Equity for Former Military Wives.	Allows garnishment of military retirement pay for enforcing court ordered payments of child support and/or alimony.	RTC 2/10 HRG 3/9, Rm. 113 SOB Related to other enabling legislation RE: garnishment
757	AN ACT to Require that the Aid to Families With Dependent Children Program Promote Family Unity.	Would enable families in which there is an unemployed parent of dependent children to supplement unemployment compensation when they are unemployed, with Aid to Families with Dependent Children benefits.	RTC 2/22 HRG 3/7, Rm. 436 SH In work session. Being re-drafted.
554	AN ACT to Revise the General Assistance Laws.	This would reorganize the general assistance statutes and would clarify the responsibility of applicants to use other resources, when available, to reduce their dependence on the general assistance program.	HRG 3/7, 1:30
841	AN ACT to Establish a State Administered Program of General Assistance.	Would provide for the general assistance program to be simply shifted to state administration, with DHS developing statewide standards of eligibility.	HRG 3/7
842	AN ACT to Improve the Administration of the General Assistance Program.	The bill is designed to correct some of the problems that are widespread, while enabling municipalities to retain control of their individual programs.	HRG 3/7
789	AN ACT to Establish Apprentice Opportunities in State Government for Recipients of the Aid to Families with Dependent Children Program.	The 110th Legislature established a program within the Bureau of Labor to establish apprenticeship agreements for recipients of Aid to Families with Dependent Children benefits. (LD 1662).	RTC 2/23 State Gov't HRG 3/3 Rm. 334 SH In work session Being re-drafted
953	AN ACT to Decrease Exemptions in Child Support and Alimony Cases.	The purpose of this bill is to amend the alimony and child support enforcement law to reduce or eliminate certain exemptions from attachment.	HRG 3/21
955	AN ACT to Extend Consumers Freedom of Choice Regarding Insured Mental Health Services.	To extend third party reimbursement certification to certified social workers and licensed mental health nurses, certified as clinical specialists in psychiatric and mental health nursing.	HRG 3/24

Continued next page

LD #	TITLE	STATEMENT OF FACT	ACTION TAKEN
996	AN ACT to Clarify the Definition of Child or Children and to Delete Restrictions on Death Benefits to Spouses in the Retirement System Statutes.	Removes the restriction relating to discontinuing benefits received by the spouse of a deceased member who becomes the dependent of another person.	HRG 3/22 Committee on Aging Rpt.: OTP
1026	AN ACT to Conduct a Maine Labor Training Study.	To study the trends in labor force needs in Maine and how the State can best respond to those changing needs.	RTC Education
1041	AN ACT to Require that Employers have a Leave Policy.	Establishing and publicizing a leave policy which will provide both employers and employees with the protection of equal leave time for all sick leave.	RTC Labor HRG 3/24
1091	AN ACT to Insure State Enforcement of Equal Opportunity in State Supported Educational Programs.	Adds Educational opportunities to MHRA. Would permit sex-segregated scholarships to continue as long as # and \$ are available to both sexes. Bill states this does not affect facilities except to assure comparable quality.	Assigned to Judiciary. HRG 4/12
1114	AN ACT to Clarify the Rights of Putative Fathers in Adoption Proceedings.	Putative father must meet all three tests currently in law to establish parental rights. 3 tests are: is natural father and is willing and able to protect child from jeopardy; has not willfully abandoned child; has not refused to take responsibility for child. This change would require above three rules for father to consent to adoption or a judge may grant exclusive care and custody to natural father.	RTC 3/14 Education
1141	AN ACT authorizing a Bond Issue in the Amount of \$3 Million for the Purposes of Construction Additional Facilities at the Maine Correctional Center.	Would add a 40-bed facility for WOMEN at the Maine Correctional Center.	
1174	Hospital Cost Containment Bill		RTC 3/14 Health and Institutional Services Commission.
1196	AN ACT to Create a Maine Sentencing Guidelines Commission.	This bill establishes a commission to recommend sentencing guidelines in order to reduce disparity in sentencing and to establish just, uniform sentencing practices throughout the State in terms of length of incarceration.	RTC Judiciary
1218	AN ACT to adjust Annually the Aid to Families with Dependent Children's Standard of Need to Eliminate Inflation-Induced Decreases in Recipients' Standard of Living.	This bill provides for annual adjustments in the aid to families with dependent children standard of need.	RTC Appropriations & Financial Affairs.
1236	AN ACT to Require Interdepartmental Coordination of Social Services Planning.	This bill requires interdepartmental coordination to develop a plan in even-numbered years for the funding and delivery of social services.	RTC Health & Instit. Services

Continued page 8

ENT	COST	FOR FURTHER INFORMATION
ands On Auto aintenance" week course	\$25 plus Y mem- ship	Beverly Joyce 772-1906, ext. 15
renting Skills	\$4 plus Y mem- ship	Beverly Joyce 772-1906, ext. 15
ISSUES OF THE ORKPLACE" ternative Work hedules - Innovative nefits Packages - Day re and Family Issues - ellness in the orkplace	\$125.00	USM, Community Programs 780-4045
vention/annual usiness mtg.		Diane Sanders Carriage House Apt. #7 York, ME 03909
VCORE Program irts. Post-mastectomy pport & ercise group	free with member- ship	Beverly Joyce 772-1906, ext. 15
other's Day Walk gainst Domestic olence (fundraiser)		799-8744 Lois Reckett
ooked Rug Show	\$1.00	Beverly Joyce 772-1906, ext. 15
ring Dance Perfor- ance. Performance by udents of Linda Berube.		Mary Warner 834-3162
Women: An Economic esource"		Women's Development Program UMO 581-7957 581-1226
Natural Family lanning"	\$50	Ann Hussey 622-7524
merica's Uncertain uture: Challenges to ne Public Service. raditional Downeast obster & Clambake	workshop \$35 dinner \$19.50	581-4136
MAINE N.O.W. TATE CONFERENCE. I'm Not A Feminist, but..."	\$3/ members \$5/non- members sliding scale	Marilyn Kirby 773-3333
Wheel chair accessible. Child care and signing for he hearing impaired available upon request.		



DATE	SPONSORING ORGANIZATION	TIME & PLACE	EVENT	COST	FOR FURTHER INFORMATION
21	Margaret Fuller Forum	All Souls Unitarian Church, 11 King St. Augusta, 8:00 PM	Kay Gardner in Concert	\$3.00 donation	Douglas Morgan Strong 622-3232
JUNE					
3-4-5	ME Business & Professional Women's Clubs	Holiday Inn Waterville	State Convention with Panel Discussion on Finance, Management, Comparable Worth & Leadership & Membership Training	\$10 plus room & meals	Linda Landry, Pres. 474-8845 or 873-9771, ext. 260
4	YWCA	10 AM-4 PM	House Tour of 8 to 10 Bangor area homes	\$5.50	Cynthia Perkins 942-6746
9	Family Crisis Shelter	Cottage Road S. Portland, 8 PM	"Grease" Benefit performance Portland Players	\$8.00	799-8744 Lois Reckett
14 & 15	Family Planning	Holiday Inn Waterville	"Basic Communication & Counseling Skills for Clerical & Office Personnel."	\$50	Ann Hussey 622-7524
23 & 24	Maine State Nurses Assn	Colby College Waterville	1983 Nursing Summit Brochure available upon request.		Nancy Chandler 622-1057
JULY					
7 & 8	Family Planning	John Martin's Manor Waterville	"Developing A Community Education Project"	\$50	Ann Hussey 622-7524
24 & 25	National Coalition of Sex Equity in Education	Bowdoin College	National Conference. "Dimensions of Equity. Past, present and future."	Varying	Jane Riley 289-2796
28 & 29	Family Planning	Augusta Civic Center	"Counseling with the Older Client in Family Planning or Clinical Setting."	\$50	Ann Hussey 622-7524

Public Administration Conference

The Maine and New Hampshire chapters of the American Society for Public Administration are jointly sponsoring a program entitled: "America's Uncertain Future: Challenges to the Public Service." The program, which begins at 12:00 on Friday, May 20, 1983, includes a workshop on Managing Volunteer Personnel in Local Government, and a round-table discussion on THE NEW FEDERALISM IN NORTHERN NEW ENGLAND. This discussion will include participation by members of leadership of both the Maine and New Hampshire legislatures. Highlights of the evening will be a keynote presentation by A. Lee Fritschler, National President of the American Society for Public Administration, as well as a downeast lobster and clambake and presentation of the public administration of the year awards for the Maine and New Hampshire chapters of ASPA. For more information contact: The Bureau of Public Administration, 162 College Avenue, Orono, Maine 04469, telephone 207-581-4136. Workshop to be held at the Shawmut Inn in Kennebunkport.

Members of the Maine Commission for Women:

- | | |
|---------------------------------|------------------------------|
| Annette Ross Anderson, Portland | Marilyn Mavrinac, Waterville |
| F. Celeste Branham, Lewiston | Julie Motherwell, Falmouth |
| Caroline Gentile, Presque Isle | Joan Pinette, Bangor |
| Evelyn Greenlaw, Lewiston | Charlotte Sewall, Newcastle |
| Barbara Hamaluk, Bangor | Fran Wills, Searsmont |
| Elizabeth Hoglund, Portland | Inform staff |
| Ruth Joseph, Waterville | Jeanne Bailey McGowan |
| Bonnie Lee Keller, Gray | Peg Ricker |
| Virginia Lane, Lincoln | |

- ☐ I would like to contribute articles.
- ☐ I would like to volunteer to help with Commission projects.
- ☐ I would like to be included in mailing lists. If you received this by mail, you ARE on our mailing list.

Name:

Street or RFD:

Town: State Zip:

LD #	TITLE	STATEMENT OF FACT	ACTION TAKEN
1239	AN ACT to Provide Authority to the Department of Labor to Receive and Expend Federal Funds Pursuant to the Federal Job Training Partnership Act.	This bill permits legislative review and approval of the expenditure of federal funds expected by the Department of Labor pursuant to the Federal Job Training Partnership Act.	RTC Labor
1255	AN ACT to Establish Day Care Services for State Employees.	This bill establishes a day care program for children of state employees, and provides for a review of the program's operation after a year.	RTC Health & Instit. Services
873	AN ACT Relating to Guidelines for Certain Police Powers.	This bill requires local municipal police departments, county sheriff's departments and the Commissioner of Public Safety to prepare written guidelines which they shall follow in the use of handcuffs, strip searches and weapons, in relation to individuals under their custody.	RTC Judiciary HRG 4/13
1278	AN ACT to authorize the Department of Human Services to Operate a Grant Diversion Program for Recipients of Aid to Families with Dependent Children.	This would allow the State to put a portion of a recipient's Aid to Families with Dependent Children grant into a special account from which an employer, who agrees to hire and provide on-the-job training for the recipient, will receive a wage subsidy for that recipient.	RTC Appropriations and Finance
1306	AN ACT Concerning Confidentiality of Information.	This would extend the existing laws on privileged communications to cover not only social workers, drug abuse counselors and alcoholism counselors, but also sexual assault counselors.	RTC Judiciary HRG 4/19 or 4/21
1307	AN ACT Concerning Grandparents Rights.	Would allow the relationship between grandparents and grandchild to continue after divorce or death of the child's parent. This bill asks courts to consider the emotional benefits of allowing the grandchild to keep in contact with his/her grandparent in deciding the best interests of the child.	RTC Judiciary
1138	AN ACT to Increase the Minimum Wage	This would increase the State's minimum wage from the current level of \$3.35 per hour to \$3.90 per hour, over a three-year period.	RTC Labor HRG 4/6

Numbers to Note

TOLL FREE HOTLINES

1-800-368-5663 "FAIR BUDGET TOLL-FREE HOTLINE"—Up-to-date information on the Federal Budget. 1-5 p.m. Monday-Friday.

1-800-221-4945 WOMEN USA HOTLINE—a nationwide, toll-free hotline which changes each week and will keep you posted on national legislation and executive action that affect women.

THE WASHINGTON CONNECTION

(202) 456-7639 White House Comments Office, to leave messages for President Reagan. 9 a.m.-5 p.m. Monday-Friday.

(202) 224-3121 U. S. Capitol Switchboard to reach any senator or representative's office or any committee or subcommittee. 7 a.m.-11 p.m. Monday-Sunday.

(202) 225-1772 Legislative Information Status Office to get information about pending bills and hearings. 9 a.m.-6 p.m. Monday-Friday.

(202) 244-8541 Senate Democrats	(202) 225-7400 House Democrats	To listen to recorded messages on the latest legislative activity.
(202) 244-8601 Senate Republicans	(202) 225-7430 House Republicans	

EMERGENCY NUMBERS IN MAINE FOR DOMESTIC ASSAULT VICTIMS

783-2042 (24 hrs.) Auburn	255-4785 (24 hrs.) Machias
623-3569 (24 hrs.) Augusta	773-5516 (24 hrs.) Portland
947-0496 (24 hrs.) Bangor	769-8251 (24 hrs.) Presque Isle
985-6272 (24 hrs.) Kennebunk	

Maine Women in Agriculture

"Maine Women In Agriculture," a slide-tape presentation, produced by the Maine Commission for Women, and funded through a grant from The Maine Humanities Council, is now complete and ready to go on the road.

In the fall of 1981/spring of 1982 the Maine Commission for Women interviewed farm women across the state. The slide-tape is an informal "portrait" of these women and some of their feelings about "Life on the farm."

The beautiful photography and actual production of the slide-tape was done by Image Works of Portland. The entire project was created and implemented by women, from the original "White Paper" to the banjo music in the background.

Because of the funding source, organizations wishing to use this slide-tape may apply through the following procedures established by the Maine Humanities Council. Outreach Film and Discussion Grants are offered to non-profit organizations in support of single films or film series in which:

1. a film distributed by the council through the Maine State Library is shown in a program free of charge and open to the public;
2. the film is followed by a discussion led by a scholar in the humanities;
3. the film is shown in community locations, but not to school classes or on college campuses; local schools, colleges or universities may, however, serve as sponsors for films shown in community locations.

The amount of the grant is \$80 for each film showing

and discussion. In applying for the grant, the sponsor agrees to the following conditions:

- A. Application must be received by the Maine Humanities Council for processing one month prior to scheduled showing date. Film should be reserved by calling Film Section, Maine State Library, 1-800-452-8793—Peg Stewart.
- B. The project must be adequately publicized. The support of the Maine Humanities Council must be acknowledged in introducing the program.
- C. Exactly \$50 must go to the discussion leader as an honorarium. The remainder of the grant may be used by the sponsor for publicity.
- D. A brief evaluation report must be submitted to the sponsoring organization by the discussion leader.
- E. All films must be shipped back to the Maine State Library, Station 64, Augusta, Maine 04333 via UPS.

In addition, a second portion of this same grant provided funds for the purchase of 10 films. They are:

HEARTLAND
SOLDIER GIRL
GOOD DAY CARE: 1 out of 10
WORKPLACE HUSTLE
SHE'S NOBODY'S BABY
KILLING US SOFTLY
THE ARTIST WAS A WOMAN
THE AUTOBIOGRAPHY OF
MISS JANE PITMAN
ANNAPURNA: A WOMAN'S PLACE
A JURY OF HER PEERS

The procedure for use is the same as with the slide-tape. For further information contact: Maine Humanities Council, P. O. Box 7202, Portland, ME 04112, (773-5051).

—NUMBER OF OPENINGS—

COMMISSION OR BOARD	APRIL	MAY	JUNE	JULY
Board of Hearing Aid Dealers and Fitters	1			
Maine State Board for Registration of Architects and Landscape Architects	1			
Maine Insurance Advisory Board	1			
Board of Chiropractic Examination & Registration	2			
Board of Occupational Safety & Health	3			
Maine Small Business Loan Authority Board	1			
New England Interstate Water Pollution Control Commission	3			
Board of Trustees of Maine Veterans Homes	2			
Maine State Commission on the Arts and the Humanities		5		
Governor's Small Business Advisory Council		7		1
Maine Human Services Council		3		
Office of Chief Medical Examiner for the State of Maine		1		
Maine Medical Laboratory Commission		1		
Maine Criminal Justice Planning & Assistance Agency	1			
Board of Registration in Medicine			2	
Board of Osteopathic Examination & Registration			2	
Maine Advisory Council on Vocational Education			8	
Mental Health Advisory Council			4	
Governor's Committee on Employment of the Handicapped			8	1
Board of Trustees, Group Accident & Sickness or Health Insurance			1	
Maine Committee on Problems of the Mentally Retarded			1	
New England Board of Higher Education			1	
State Harness Racing Commission				2
State Board of Optometry				1
Maine Commission for Women				3
Maine Municipal and Rural Electrification Cooperative Agency (Board of Directors)				2

Non-Traditional Occupations

AGRICULTURAL APPRENTICESHIPS:

The Department of Agriculture will offer its summer farm training and apprenticeship program to persons interested in practical, on-the-job training. Qualified individuals will obtain experience in a variety of farm-related areas that range from animal care to equipment maintenance to farm financing.

This pilot program is sponsored by the Departments

of Agriculture and Educational and Cultural Services, and the University of Maine Cooperative Extension Service, and will run from May through Labor Day.

Additional information may be obtained from Mr. Chaitanya York, Program Director, Director, Department of Agriculture, Deering Building, State House Station #28, Augusta, Maine 04333, Telephone 289-3511.

WOMAN NAMED SOLDIER OF THE YEAR:

Lois J. Maltais of Seal Cove has been named the Maine Army National Guard Sergeants Major Soldier of the Year (Senior Category). This represents the first time that a woman has been selected for this award.

According to a press release recently issued, "Specialist Five Maltais, representing the Troop Command, was selected for her general military leadership, performance and knowledge over the other major Guard unit entrants," said Maj. Gen. Paul R. Day.

Specialist Maltais is a member of the 112th Medical Company (Air Ambulance). The Waterville native enlisted in the Maine Army National Guard in 1977, and is a helicopter medic. She has completed the Non-Commissioned Officers School of The Maine Military Academy.

In civilian life, Maltais is employed at the Jackson Laboratory. She has earned a B.S. degree in Animal Science from the University of Maine at Orono.



MAINE COMMISSION FOR WOMEN
STATE HOUSE STATION 93
AUGUSTA, MAINE 04333