

13699-82 Articles from Women New York Bi-monthly News from the Women's
Part 3 of 3 Division of the State of New York Issue. Volume 3, Number 4

131, F29

1/January 1979

December 6, 1978

To: MBN

From: AS

Re: Women New York

December/January 1979

Volume 3 Number 4

Attached is the copy for the newsletter.

The content lineup is as follows:

Page One: Displaced Homemakers
Victims of the Transforming American Family

Page Two: Look To the Future
Women's Rights and the 1979 Legislative Session

Pages Four
and Five: Women In State Government

Page Six: Public Information Sessions on Insurance for Women Launched

Page Seven:
Aid for Women Exposed to "DES"
Pregnancy to be Covered by Disability Insurance
Women In the Locker Rooms

Page Eight: For Your Information

NOTE: For your column -- "Look To The Future" -- it might be
good to discuss the support the women can give to the
issues regarding women during the 1979 Legislative Session.

Memorandum



STATE OF NEW YORK
EXECUTIVE CHAMBER

January 4, 1979

Linda:

As per a conversation I had with Micheal on Jan. 3rd, I am returning the corrected galleys and expect to have layouts for approval by January 10th with a mailing date of January 17th.

Because of the urgency of the material in the newsletter, it is imperative that the letter be mailed by that date.

Annette Samuels

Annette Samuels

December/January 1979

Look to the Future

A number of issues affecting the economic, social, medical and legal rights of women will be brought to the 1979-1980 New York State Legislature. If the bills that represent the issues are to become law, women across the State must take increasing responsibility for the political process.

More women must enter the mainstream at every level of government. We are making great progress through the appointments of Governor Hugh Carey but we must also do so in the elective arena. Although across the country the percentage of women in State Legislatures has doubled to ten percent on an average, in New York State that percentage is just over six percent (six percent even in the Assembly; 6.7 percent in the Senate). Our task will become easier in direct proportion to the numbers of women we can elect to serve in the Legislature.

The Women's Division will be working closely with concerned women and men in the Legislature in the coming months. In addition, New York State women must augment and reinforce the efforts of those within government working for women's rights. We need large scale grassroots support in Albany on the issues and in our home districts if we are to advance our position and prevent any erosion of our gains.

Women New York

December/January 1979

Volume 3 Number 4

HEADLINES

- Page 1 Displaced Homemakers
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 & 3 Women's Rights and the 1979 Legislative Session
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 Pregnancy to be Covered by Disability Insurance
 Women In the Locker Rooms
- Page 8 For Your Information

Women New York
/January
December 1979

Volume 3 Number 4

DISPLACED HOMEMAKERS

Victims of the Transforming American Family

For twenty-five years she soothed
brows, mopped floors, cooked meals,
maintained financial records, chauffeured,
served others and molded a
life for herself that depended on
the needs of everyone but herself.

~~Under prevailing circumstances~~
in the business world such a person
would be rewarded with a gold watch,
retirement party, compliments and
a pension to sustain them.

Not so the above homemaker who
~~recently~~ lost her life-long occupation
and income
due to death, divorce or separation.

Somehow, with little or no
marketable skills, she must find a
way to sustain herself and possibly
several teen-age children.

She, the displaced homemaker,
is one of more than 3.3 million
women in the United States today

2-2-2

Women New York

Displaced ¹⁰¹~~X~~ Homemaker

who are victims of the ongoing transformation of the American family. It is only within the last three years that the plight of the displaced ¹⁰¹~~X~~ homemaker has come to the attention of the public.

As the concern for such women has grown ⁹~~mostly~~ on the state and local level ⁹ some relief in the form of counseling, employment referrals and other supportive services have been made available to the displaced homemaker.

⁹ ~~Recently~~ ¹ in anticipation of new federal funds for services to displaced homemakers, New York States Labor Department awarded a six-month contract to Buffalo's Everywoman Opportunity Center. ¹ to establish a displaced homemakers center in Western New York,

The program provides placement counseling, employment referrals and other supportive services. The highly individualized program aids the women.

3-3-3

Women New York

Displaced ~~Homemakers~~

in assessing their immediate needs,
helps them to build self-esteem,
introduces the women to problem-
solving methods and instructs them
on how to become job-ready by
acquiring marketable skills.

~~It is estimated that at the~~
~~end of the six-month period the~~
~~Center will have served nearly~~
~~1,800 women in the six-county area~~
~~of Erie, Niagara, Chautauqua,~~
~~Cattaraugus, Wyoming and Allegany.~~

By this time /
has /
Western New York /

A profile of the women using
the Displaced Homemakers Center *in Buffalo /*
indicates that on the average, they
have 11½ years of education, are
49 years old and have two children.
More than half are widowed. *10 /* Tw-thirds
have some work experience, but their
experience is not recent.

large /
By and ~~large~~ the displaced
homemakers of Western New York fit
the general description of such women

- MORE -

4-4-4

Women New York

Displaced Homemakers

throughout the country.

At the time that the contract was awarded to the Center, Commissioner Philip Ross said that he hoped the ~~Center~~ the pilot project would serve as a model for other such centers in the future, once ~~new~~ federal funds for services to displaced homemakers ^{were} ~~are~~ made available under the reauthorization of the U.S. Comprehensive Employment and Training ACT (CETA) ~~now before~~ ~~Congress.~~

^{AS INTRODUCED}
The legislation did not make it through the Congress. ^{25th} ~~It is~~ ^{NOT} ~~expected that the legislation will be reintroduced when Congress reconvenes in January.~~

^D
The bill itself has a long history ~~and has been fighting an uphill battle for over three years.~~

Originally introduced by former Rep. Yvonne B. Burke of California ^{in the spring of 1975,} the modestly conceived bill called

- MORE -

5-5-5

Women New York

Displaced Homemakers

for the U.S. Department of Health,
Education and Welfare to provide
multipurpose service programs
including job readiness, tran~~is~~tion
counseling, training, placement, and
help in recycling of homemaker
skills to paying jobs.

The bill did not pass Congress
at that time. It did though serve
to bring to ~~the~~ public's attention
the plight of the displaced homemaker
and in September 1975, California
became the first State to pass a
bill to fund a multipurpose service
center for displaced homemakers as
a pilot project.

By 1977 13 other States; New
York, Maryland, Florida, Nebraska,
Montana, Texas, Oregon, Illinois,
Minnesota, Louisiana, Massachusetts,
Colorado and Ohio had followed suit.

The Federal bill ^{meanwhile} was still
languishing in the halls of Congress.

Taking another tack, Rep. Burke
reintroduced an amended Displaced

Add--

Hommemaker Act (H.R.28) early

in the

MORE

6-6-6

Women New York

Displaced Homemakers

*

95th Congress. Senator Birch

Bayh introduced an identical

in the Senate
bill (S.418) at the same time.

The refined legislation called for HEW to establish a minimum of 50 multipurpose service centers for displaced homemakers, mandating the selection of rural as well as urban sites.

During Congressional hearings on both bills in 1977 it became clear that displaced homemakers as defined in the legislation represented a significant portion of the country's hard-to-employ. It was also recognized that if the legislation was ^Nintended to open up paying jobs, then the program ~~more properly~~ belonged under the aegis of the Department of Labor.

these FINDINGS
Responding to ~~that need~~, Rep.

Burke early in December 1977 filed new legislation (H.R. 10270) to

7-7-7

Women New York

Displaced Homemakers

amend the Comprehensive Employment and Training Act (CETA) to include the entirety of the Displaced Homemaker Act under Title 111, which had been established in 1973 to deal with the very hard-to-employ through a special program approach.

*Although the entire Displaced
But that did not work either.*

*Homemaker's Act was not included in CETA.
The resulting compromise was to go
includes explicit language creating training programs
with already established structures*

within CETA that give some assistance

For ~~to~~ displaced homemakers. The funds

~~in the program are limited but there~~

~~are efforts being made to get those~~

~~funds expanded over the next year.~~

On the positive side, noted an observer in Washington, is the fact that at least there is movement toward getting some programs started.

In addition, the sponsoring legislation did ~~not~~ draw attention to an invisible problem that many

lacks
~~all have preferred to turn their heads on~~

8-8-8

Women New York

Displaced Homemakers

~~and~~ The term "displaced homemaker"

is creeping into some agency

programs. ^{Most} officials and legislators

have at least heard the term and

have some idea of the issue. And

because it is a problem that crosses

all race, class and political party

lines, there is some willingness to

do something about this constituency --

as long as the "something" doesn't

cost too much or interfere with

"more important" considerations.

Inset A (see attached page)

Insert A

Responding to this growing awareness, New York State Legislators recently approved funding for displaced homemaker center's in Rockland County, Long Island and the metropolitan area of New York City.

In addition, funds were also approved for the Displaced Homemakers Center of Western New York in Buffalo. With this expansion ~~New York State thus became~~ of services, New York State is now one of the largest providers of assistance to displaced homemakers.

WOMEN NEW YORK



BI-MONTHLY NEWS FROM THE WOMEN'S DIVISION OF THE STATE OF NEW YORK

Volume 3 Number 4

date? ~~December~~ January

Displaced Homemakers: Victims of The TRANSFORMING AMERICAN Family

For twenty-five years she soothed brows, mopped floors, cooked meals, maintained financial records, chauffeured, served others and molded a life for herself that depended on the needs of everyone but herself.

In the business world such a person would be rewarded with a gold watch, retirement party, compliments and a pension.

Not so the homemaker who lost her life-long occupation and income due to death, divorce or separation.

Somehow, with little or no marketable skills, she must find a way to sustain herself and possibly several teen-age children.

She, the displaced homemaker, is one of more than 3.3 million women in the United States today who are victims of the ongoing transformation of the American family. It is only within the last three years that the plight of the displaced homemaker has come to the attention of the public.

As the concern for such women has grown on the state and local level, some relief in the form of counseling, employment referrals and other supportive services have been made available to the displaced homemaker.

Early in 1978, in anticipation of federal funds for services to displaced homemakers, New York State's Labor Department awarded a six-month contract to Buffalo's Everywoman Opportunity Center to establish a displaced homemakers center in Western New York.

The program provides placement counseling, employment referrals and other supportive services. The highly individualized program aids the women in assessing their immediate needs, helps them to build self-esteem, introduces the women to problem-solving methods and instructs them on how to become job-ready by acquiring marketable skills.

By this time the Center has served nearly 1,800 women in the Western New York six-county area of Erie, Niagara, Chautaugua, Cattaraugus, Wyoming and Allegany.

A profile of the women using the Displaced Homemakers Center indicates that on the average, they have 11½ years of education, are 49 years old and have two children. More than

half are widowed. Two-thirds have some work experience, but their experience is not recent.

By and large the displaced homemakers of Western New York fit the general description of such women throughout the country.

At the time that the contract was awarded to the Center, Commissioner Philip Ross said that he hoped the pilot project would serve as a model for other such centers in the future, once federal funds for services to displaced homemakers were made available under the reauthorization of the U.S. Comprehensive Employment and Training Act (CETA).

The legislation as introduced did not make it through the 95th Congress.

The bill itself had a long history. Originally introduced by former Rep. Yvonne B. Burke of California in the spring of 1975, the modestly conceived bill called for the U.S. Department of Health, Education and Welfare to provide multipurpose service programs including job readiness, transition counseling, training, placement, and help in recycling of homemaker skills to paying jobs.

The bill did not pass Congress at that time. It did though serve to bring to public attention the plight of the displaced homemaker, and in September 1975, California became the first State to pass a bill to fund a multipurpose service center for displaced homemakers as a pilot project.

By 1977 13 other States: New York, Maryland, Florida, Nebraska, Montana, Texas, Oregon, Illinois, Minnesota, Louisiana, Massachusetts, Colorado and Ohio had followed suit.

The Federal bill meanwhile was still languishing in the halls of Congress.

Taking another tack, Rep. Burke reintroduced an amended Displaced Homemaker Act (H.R.28) early in the 95th Congress. Senator Birch Bayh introduced an identical bill (S.418) in the Senate at the same time.

The refined legislation called for HEW to establish a minimum of 50 multipurpose service centers for displaced homemakers, mandating the selection of rural as well as urban sites.

During Congressional hearings on both bills in 1977 it became clear that displaced homemakers as defined in the legislation represented a significant portion of the country's hard-to-employ. It was also recognized that if the legislation was intended to open up paying jobs, then the program belonged under the aegis of the Department of Labor.

Responding to these findings, Rep. Burke early in December 1977 filed new legislation (H.R.10270) to amend the Comprehensive Employment and Training Act (CETA) to include the entirety of the Displaced Homemaker Act under Title III, which had been established in 1973 to deal with the very hard-to-employ through a special program approach.

Although the entire Displaced Homemaker's Act was not included in CETA, the resulting compromise, passed during

(Continued on page 7)



LOOK TO THE FUTURE

A number of issues affecting the economic, social, medical and legal rights of women will be brought to the 1979-1980 New York State Legislature. If the bills that represent the issues are to become law, women across the State must take increasing responsibility for the political process.

More women must enter the mainstream at every level of government. We are making great progress through the appointments of Governor Hugh Carey but we must also do so in the elective arena. Although across the country the percentage of women in State Legislatures has doubled to ten percent on an average, in New York State that percentage is just over six percent (six percent even in the Assembly; 6.7 percent in the Senate). Our task will become easier in direct proportion to the numbers of women we can elect to serve in the Legislature.

The Women's Division will be working closely with concerned women and men in the Legislature in the coming months. In addition, New York State women must augment and reinforce the efforts of those within government working for women's rights. We need large scale grassroots support in Albany on the issues and in our home districts if we are to advance our position and prevent any erosion of our gains.

Mary Burke Nicholas

WOMEN'S RIGHTS AND THE 1979 LEGISLATIVE SESSION

During the 1979 Legislative Session, the Women's Division will be supporting the following legislation which would further the progress of women's rights in New York State.

Marriage/Divorce Reform

Marriage is a partnership to which husband and wife contribute, both inside and outside the home. We support legislation amending the Domestic Relations Law to provide for property distribution in separation or divorce in accordance with this concept.

Under the current law, the court: (a) has no discretion to divide assets and must give to each party that property to which he or she has legal title; and (b) does not recognize any non-financial contribution to a marriage.

We support legislation to strengthen collection of defaulted child support payments through the existing federal/state child support enforcement program. We propose legislation of aid in enforcement of court-ordered maintenance (alimony) by establishing a spouse locator service, similar to the parent locator system used for child support defaulters, and by providing automatic procedures in default cases, thereby bypassing recurrent legal costs.

Displaced Homemaker

Displaced homemaker centers bolster self-esteem, offer job readiness counseling and training programs, and make employment referrals for the displaced homemaker who must return to the employment market because of widowhood or divorce after years of homemaking.

We support legislation that would make minor revision of the New York State Displaced Homemakers Act (Article 23B) in compliance with the new CETA legislation.

Disability Income Insurance

We propose legislation to require the availability of disability income insurance for the homemaker.

The current exclusion ignores the economic contribution of the homemaker and has the effect of penalizing women, who are not able to insure their families against a loss of homemaking services.

Abortion

We support the present enlightened state abortion law that gives all New York women the right to choose a medically safe abortion. We oppose any legislation that would seek discriminately to limit access to abortion for any class—i.e., the poor, through restrictions on Medicaid funding, the young, by requiring parental notification.

For further information on proposed legislation, please contact Women's Division, Executive Chamber, 1350 Avenue of the Americas, New York, N.Y. 10019.

*Head
is correct
But please enlarge*

Women IN State Government

Ann Thacher Anderson
General Counsel
New York State Division of Human
Rights



Ann Thacher Anderson was appointed General Counsel of the New York State Division of Human Rights on October 27, 1977.

Mrs. Anderson had been a member of the general counsel staff in the Division of Human Rights since 1958.

As General Counsel, Mrs. Anderson is the Division's chief legal advocate and is responsible for all legal work done on behalf of the Commissioner and the Division, other than adjudication. The work of the staff of the General Counsel includes research, the drafting of opinions, correspondence and proposed legislation; the presentation at public hearings of cases in support of complaints filed with the Division; litigation in support of orders issued by the Commissioner after such hearings, and in defense of action taken by the Division and proceedings pending before the Division.

Currently, an important feature of this work is a special temporary program for resolving thousands of cases which were added to the Division's hearing calendar after the State's highest court sustained the Commissioner's interpretation of the Human Rights Law as prohibiting discrimination against pregnant workers.

Mrs. Anderson received her LL.B. from Yale in 1952. She is a member of the Women's Bar Association, the Council of New York Law Associates

and the Association of the Bar of the City of New York where she is currently serving on the Committee on International Human Rights and Special Committee on Sex and Law.

Mrs. Anderson is married to the Rev. John C. Anderson and has two children, John Thacher and Lacy Reeves.

Karen Burstein
Commissioner
New York State Public Service
Commission



Karen Burstein was appointed by Governor Hugh L. Carey to the New York State Public Service Commission in January 1978. The New York State Senate unanimously confirmed her appointment on April 11, 1978.

Named to fill the vacancy created when Alfred E. Kahn resigned in the third year of his six-year term, Burstein became one of the Commission's two designated consumer representatives.

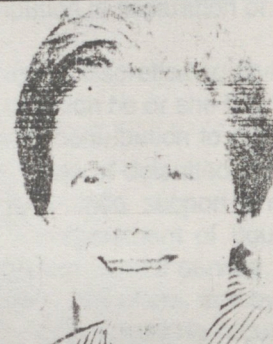
Burstein, who is 36 years old and an attorney, is a Fellow at the Institute of Politics, Kennedy School of Government, Harvard University.

She stepped down during her third term in the State Senate to accept the PSC post. She was first elected to the Senate from the Ninth District in Nassau/Queens in 1972 and re-elected in 1974 and 1976. She was the first Nassau woman to sit in the State Senate and the first Nassau Democrat ever elected to the Senate.

Explaining the duties of her position, Ms. Burstein says, "I, along with the other members of the Public Service Commission, am charged to assure safe and reliable water, electric, gas and telephone service at reasonable cost. We also attempt to insure that consumers understand what their rights and responsibilities vis-a-vis utilities are and to settle difficulties experienced by such individuals as they arise."

As for her personal goals, Ms. Burstein says, "My goal essentially is to clarify the process for as many New York citizens as possible, to assure them all the freest and fullest access to hearing procedures and decision making, to imagine new approaches to issues like rate of return and to stimulate debate about the kind of energy systems we will have in the future and the trade-offs and consequences each involves."

Doris Gabbe Cadoux
Deputy Commissioner
New York State Department of
Agriculture and Markets



Doris Gabbe Cadoux became Deputy Commissioner of the New York State Department of Agriculture and Markets on February 18, 1976, following her appointment by Governor Hugh L. Carey.

Commissioner Cadoux joined the Department in July 1975 as Executive Assistant to the Commissioner and was directly responsible for the development and implementation of the "Grown, Produced and Processed in New York State" promotional campaign, which in 1977, was chosen as an "Innovative Program of the Year" by the Council of State Governments. The "Grown in NYS" program is designed to expand consumer awareness of the high quality of New York State food products and to improve the economy of the State.

As Deputy Commissioner, Mrs. Cadoux is responsible for the Division of Market Development, Farm Products Services Division, and Agricultural Promotion Services, which require her detailed involvement with growers, producers, manufacturers, retailers, governmental agencies and public relations persons.

"If anyone had asked me ten years ago if I would be in the Agriculture Department," says Commissioner Cadoux, "I would have looked at them."

PUBLIC INFORMATION SESSIONS ON INSURANCE FOR WOMEN LAUNCHED

In response to a growing concern among women regarding their finances, the Women's Division and the New York State Insurance Department in late September held the first in a series of statewide public information sessions on insurance for women, in Rochester, New York.

During the opening session, Mary Burke Nicholas, director of the women's Division, in her welcoming speech, explained to the women that the Division had received numerous questions from women regarding insurance. "One thing became very clear," said Ms. Nicholas, "most of the women lacked the knowledge necessary to make wise decisions regarding the purchasing and benefits of insurance. And so that is why we decided to have these sessions on insurance for women around the State."

The moderator for the sessions, Linda Lamel, Deputy Superintendent of the New York State Department of Insurance, pointed out that the meetings provided an opportunity for bringing women more information about some very fundamental parts of the economic and business world that affects their day to day lives. "And," she said, "knowledge about insurance is one."

Ms. Lamel emphasized to the women that the object of the sessions was not to make them experts or to teach them everything they needed to know about insurance. "The sessions," she said, "are designed to provide you with basic background information, an opportunity to ask questions, and to learn where to find additional resources of help as you look further into issues relating to insurance."

Early in the sessions it was established by the first speaker, Bernice Malamud, Assistant Vice President of the Equitable Life Assurance Society of the United States, that life insurance was all about money. "Life insurance," said Ms. Malamud, "simply, is meant to provide dollars that replace money."

Ms. Malamud went on to point out that women had to come to grips with the fact that no adult is responsible for

another adult and that insurance is needed by everyone who has someone that is dependent upon them for the dollars they earn or the services they provide.

Discriminatory practices in insurance was another point discussed during the sessions. Mona Brachfeld, who is a Senior Attorney with the New York State Insurance Department, explained that by law insurance companies cannot discriminate against women when selling insurance to them. "This doesn't mean," explained Ms. Brachfeld, "that discriminatory practices no longer exist in the insurance business. They do. And challenges to discriminatory actions in the insurance industry are being brought every day."

Ms. Brachfeld encouraged the women to shop around for insurance that would meet their particular needs. "Particularly in the area of health insurance," she said, "where the question of abortion and other female related health concerns sometimes are not covered or given limited coverage."

As the sessions drew to a close, the women attending the meetings indicated that the Women's Division and the New York State Insurance Department had been right in their decision to initiate the sessions on insurance for women at this time.

"The sessions were very good," said one attendee, "because they applied to my family situation at this time."

The one male attendee, who sells insurance and attended the sessions because he wanted to be able to service his female clients better, said, "these sessions are badly needed because women know so little about insurance."

AID FOR WOMEN EXPOSED TO "DES"

The State Health Department in October began a statewide program to identify, register, examine, and help an estimated 100,000 women in the State who have been exposed to diethylstilbestrol (DES).

The synthetic estrogen drug is linked to increased risk of cancer.

The program will identify those women and their children who have been

exposed to DES, screen them for possible malignancies or other conditions, and insure that they receive adequate care and follow-up. The program will be administered by the Health Department's Cancer Control Bureau, directed by Dr. Dwight Janich.

From the late 1940's to the early 1960's, DES was administered widely by physicians to pregnant women threatened with miscarriage. In recent years, medical science discovered that daughters born to mothers who took DES have a greater than usual risk of developing a rare type of cancer of the vagina as well as other genital abnormalities.

DES has also been implicated in the development of breast cancer in the mothers, but this finding has not yet been confirmed.

In the case of sons born to women who took DES, clinical studies have shown that there is a greater risk of them suffering genital abnormalities such as undescended or underdeveloped testicles. The studies also show that there is a greater risk of males developing benign testicle cysts. There have been no confirmed studies on the cancer risk regarding sons born to mothers who took DES.

As a result of these findings the use of DES during pregnancy has been discontinued.

Women New York will take an in-depth look at the question of protection for women exposed to DES in the future issue.

Pregnancy to be Covered by Disability Insurance

A U.S. District Court Judge on September 25, 1978 upheld a State Law requiring that pregnancy be covered in employee disability insurance plans.

Judge Lawrence Pierce, in a ruling filed in the Manhattan Court, said that the State law does not conflict with the Federal Civil Rights Act of 1964 and that even if it did, the Federal Law would not in this case pre-empt State Law.

At issue was a provision of the State's Human Rights Law stating that excluding pregnancy benefits consti-

tutes discrimination on the basis of sex.

Pierce's decision stemmed from a challenge launched by Thomas Publishing Co., of Manhattan, which claimed the State Law was not enforceable because it conflicted with Federal Law.

The Judge acknowledged the U.S. Supreme Court ruling in a 1976 case involving General Electric Co., and held that the Federal Act did not bar pregnancy exclusion in employer disability plans unless it could be proven that the practice was a "ploy designed to circumvent the statutory prohibitions against sex discrimination and to effectuate invidious discrimination."

Pierce said, however, that the Federal Law "does not serve to preempt State Laws on this subject" and that the State Law was not inconsistent with the high court's interpretation of the Federal civil Rights Act.

Judge Pierce's decision was one in a long series of State and Federal decisions upholding New York State's Human Rights Division's long standing ruling protecting the rights of the pregnant worker.

Since Judge Pierce's decision, Congress amended Title VII of the Civil Rights Act of 1964 to assure protection of the pregnant worker. The amendment became effective October 31, 1978.

"Protection of the pregnant worker," says Ann Thacher Anderson, General Counsel for the New York State Division of Human Rights, "is now the law of the land and New York State once again led the way."

Women in the Locker Rooms

Judge Constance Baker Motley of the U.S. District Court ruled on September 25, 1978 that women sports-writers have a constitutional right to enter the locker room of the New York Yankees after a game to conduct interviews.

The decision by Judge Motley struck down the effort by baseball Commissioner Bowie Kuhn and the Yankee management to maintain the clubhouse locker room as an all-male preserve.

Judge Motley ruled that the policy of total exclusion of women from the Yankee locker room does not violate

the players' rights to privacy, but does deprive women sports writers of their rights to equal protection of the laws.

She suggested a number of ways, including the use of curtains, to shield players from the "roving eyes" of female reporters.

The ruling was made on the complaint filed last December by Melissa Ludtke, a baseball reporter for *Sports Illustrated*, who said she was barred solely on the basis of sex from entering the Yankee clubhouse after the World Series last year.

"This denial of equal access," Judge Motley said, "places female reporters at a severe competitive disadvantage because they miss stories witnessed or heard by male reporters inside the clubhouse..."

The ruling said that women reporters who have access to locker rooms in other sports "have found that a substantial portion of their material comes from the locker room and thus that access to the locker room is an important part of their job."

"They are able to compete fully with the male reporters on their beat because they are given equal access to the news and the newsmakers," Mrs. Motley said.

Judge Motley noted that Kuhn urged all major league baseball teams in April 1975 to maintain a "unified stand" against admitting women reporters to the clubhouse. Most of the Yankee players, however, decided last year that women should have access to the clubhouse "if they conducted themselves professionally."

Later, Judge Motley said, "Yankee management reversed the position of the players and said 'no more' to women reporters in the Yankee clubhouse."

(continued from page 1)

the closing session of Congress in October, includes explicit language creating training programs within established CETA structures for displaced homemakers.

On the positive side, noted an observer in Washington, is the fact that at least there is a movement toward getting some programs started.

In addition, the sponsoring legislation did draw attention to an invisible problem that many would have preferred to turn their backs on. The term "displaced homemaker" is creeping into some agency programs. Most officials and legislators have at least heard the term and have some idea of the issue. And because it is a problem that crosses all race, class and political party lines, there is some willingness to do something about this constituency—as long as the "something" doesn't cost too much or interfere with "more important" considerations.

Responding to this growing awareness, New York State Legislators recently approved funding for displaced homemaker centers in Rockland County, Long Island and the metropolitan area of New York City.

In addition, funds were also approved for the Displaced Homemakers Center of Western New York in Buffalo. With this expansion of services, New York State is now one of the largest providers of assistance to displaced homemakers.

THE HISTORY OF THE UNITED STATES

The history of the United States is a story of growth and change. From the first settlers to the present day, the nation has evolved through various stages of development. The early years were marked by exploration and settlement, followed by a period of rapid expansion and industrialization. The American Revolution and the Civil War were pivotal moments in the nation's history, shaping its identity and values.

The American Revolution was a turning point in the nation's history. It was a struggle for independence from British rule, fought between 1775 and 1783. The revolution was led by men like George Washington and Thomas Jefferson, who fought for the principles of liberty and democracy. The result was the creation of a new nation, the United States of America.

The Civil War, fought between 1861 and 1865, was another pivotal moment in the nation's history. It was a conflict between the Northern states, which opposed slavery, and the Southern states, which defended it. The war ended with the victory of the Union, leading to the abolition of slavery and the preservation of the nation.

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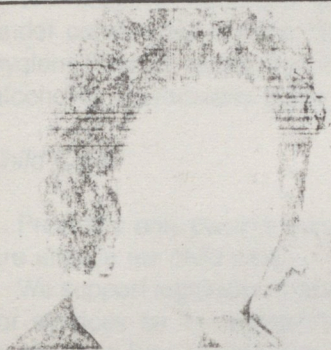
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Commissioner Cadoux came to the Department of Agriculture and Markets with a broad spectrum of experience. A statistician during World War Two, she has manufactured women's clothing, planned real estate projects for developers and worked with Common Cause and other community groups.

Mrs. Cadoux resides in Scarsdale, New York, with her husband, Alexander Clemenceau Cadoux. They have four children.

Wadsworth
Marguerite Saunders
Deputy Director
State Office of Drug Abuse Services



Ms. Marguerite Saunders was appointed Deputy Director of the State Office of Drug Abuse by Governor Hugh L. Carey on September 30, 1976. *LE*

As Deputy Director for Treatment and Rehabilitation, Ms. Saunders has responsibility for all State-run substance abuse treatment centers. These centers provide both residential and out patient rehabilitation services to substance-dependent persons. *E*

Her other responsibilities include the development and implementation of new substance abuse treatment projects funded by the State and of interagency programs which provide substance abuse treatment services to persons within the purview of other State agencies. In addition, she oversees a statewide network of outreach and referral units. These units work closely with the judicial system to place substance abusers in the most appropriate treatment modality.

Ms. Saunders has served in a variety of positions with the N.Y.S. Division of Substance Abuse Services since 1967. Among these have been Assistant Director and Director at the Manhattan Community Rehabilitation Center for women; Deputy Commissioner for Treatment and Rehabilitation and Deputy Director for Treatment and Rehabilitation.

tation.

Ms. Saunders received her Bachelor of Arts in Sociology at Fordham University and is a candidate for a Masters in Public Health Administration. She has served as a consultant to the New York City Department of Probation and conducted lectures and training seminars on drug abuse treatment.

Ms. Saunders resides in Freeport, Long Island with her two sons and is married to William R. Edgecombe. *New York*

Magdalena Torres
Member
New York State Task Force on
Equalizing Educational Opportunity



Magdalena Torres was appointed a member of the newly formed Task Force on Equalizing Educational Opportunity, by Governor Carey on September 22, 1978.

The Task Force was created in direct response to a decision by Supreme Court Justice L. Kingley Smith in the Levittown case declaring unconstitutional New York's present system of school finance. *ES*

Ms. Torres, who is District Manager-Hispanic Affairs at the New York Telephone Company, will be serving, as are all the members, as an unpaid member of the Task Force.

"My appointment," said Ms. Torres, "is a challenge I look forward to. I am hopeful that my experience in business and in my numerous volunteer activities in the community will provide useful input to the efforts of the Task Force."

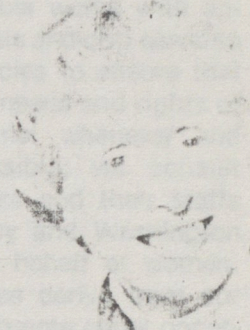
Ms. Torres has been an employee of the New York Telephone Company for over 25 years. She has risen through the ranks to her present position as District Manager-Hispanic Affairs.

A native New Yorker, born in Brooklyn, she is married and the mother of three children.

Her involvement in community affairs covers a wide variety of concerns. Ms. Torres is a member of the National

Conference of Puerto Rican Women, the Girl Scout Council of Greater New York, the Carrascolendas National Advisory Committee, President of the board of the Puerto Rican Family Institute and executive Vice Chairwoman of the National Puerto Rican Business and Marketing Association.

Dorothy B. Wadsworth
Commissioner
New York State Commission of Correction *LE*



Dorothy B. Wadsworth was appointed Commissioner of the New York State Commission of Correction by Governor Carey on January 1, 1976 for a three year term. *LE*

The Commission consists of three members, each of whom are appointed by the Governor.

Commissioner Wadsworth has long been active in the area of corrections.

She has served as commissioner for the New York State Special Commission on Attica (McKay Commission), Chairman, Citizen's Policy and Complaint Review Council and as a member of the Advisory Board for the New York State Association of Pre-Trial Service Agencies. A graduate of Mt. Holyoke College with a Bachelor in Economics and Sociology, Commissioner Wadsworth's community activities cover a broad spectrum of concerns.

She is founder and board chairman of the Neighborhood Health Centers of Monroe County, President of Planned Parenthood of Monroe County, board member of the Arts Council of Monroe County, President of the Junior League of Rochester and a board member of People for Public Television-New York State.

Commissioner Wadsworth is married to Dr. Robert H. Wadsworth and has two daughters, Mrs. Kenneth (Ann) Abbott and Miss Barbara Wadsworth.

Affirmative Action Amendment

We support a legislative amendment that would enable the State Employment Service system to refer women to employers seeking to fulfill the needs of their affirmative action programs, just as minorities may now be referred.

The law now helps companies with affirmative action programs to recruit minorities for jobs. An amendment to the law will help them recruit women as well.

Women and Alcoholism

Most educational and treatment programs for alcoholics in New York State are geared towards the male. Yet the number of female alcoholics is increasing at twice the rate of men. [4]

We support legislation (S.10008-Voker; A.13088-Connelly) currently under consideration in the 1978 Legislature that would amend the mental hygiene law to recognize the distinct problems and needs of women alcoholics, particularly those who work.

Child Care

Presently only parents receiving public assistance and the working poor are eligible for child care.

We support legislation that would enable middle-income families to qualify for services by 1) raising the maximum income eligibility requirements; 2) lowering fees to no higher than \$25/week or 10% of gross income; 3) including the children of parents attending high school, two or four year college; and 4) extending the looking-for-work period, so that parents might keep their children in day care, while seeking employment.

Domestic Violence

1) *Battered Spouses*. Marital discord and violence between husband and wife are not new. What is new is a growing awareness that spouses who are physically abused by their partners have rights.

This year New York State Law has been amended so that violent acts within the family may be tried either in Family Court or in Criminal Court, according to the victim's decision.

We support legislation to establish a *Domestic Violence Unit* within the Department of Social Services responsible for the development, implementation and efficient operation of services relating to domestic violence programs.

2. *Child Abuse*. Children have been beaten and abused since ancient times, but only recently has society sought to intervene between parent and child. Partly this has come about in recognition of the rights of children to protection from physical harm under the law, just as there is new recognition of the rights of battered spouses.

Child abuse is now seen as a consequence of the interaction of societal ills impacting on the family—alcoholism or drug abuse, unemployment, too-young parenthood, and as a result of the domestic violence between the parents themselves.

We support an interagency legislative approach to reduce child abuse: intensive support services for teenage parents, youth employment programs, insurance and counseling for alcoholic women and their families, and a strong and active domestic violence policy within the Department of Social Services in cooperation with community-based groups.

What We Do

Women in New York State, are you aware that you have an advocate inside State Government? The Women's Division in the Executive Chamber works with appointed officials and civil servants in State agencies to ensure that the interests, needs and rights of women are met whenever and wherever possible; we consult with legislators and their staffs both in Albany and Washington as a voice on behalf of women. These activities derive from our mandate to promote equal opportunity and status for women, as set forth in Governor Carey's Executive Order No. 8, issued on April 11, 1975. This Executive Order gives the Women's Division cabinet status — a decision-making voice in State Government. (Please write us if you would like to receive a copy.)

WOMEN NEW YORK

Women New York is the bimonthly newsletter of the WOMEN'S DIVISION, Executive Chamber, State of New York, Director, Mary Burke Nicholas; Deputy Director, Angela Cabrera. This issue is Vol. 3 No 4. Produced by the Women's Division: Associate Director for Public Information and Editor, Annette Samuels; Associate Editors: Ida F.S. Schmertz, Associate Director for Special Projects; Libby Antarsh, Special Assistant for Legislation; with special thanks to Eileen Kieran, Secretary to the Director; and Olga Feliciano, Secretary to the Deputy Director.

For Your Information

Conference

Drinker heads - please copy out
The Coalition of 100 Black Women will sponsor a one-day conference on January 27, 1979 at Marymount Manhattan College, 221 East 71st Street in New York City.

The Conference entitled "Black Women: Who we are, What we are, Where we are", will take a close look at Black women's participation in the areas of education, health, employment, arts and culture and political action.

For registration and program information write: Coalition of 100 Black Women, 60 East 86th Street, New York, N.Y. 10028

Participants will be able to register the day of the conference.

Conference

Women and Drinking → *February 14, 1979*
9:15 a.m. to 4:30 p.m.

ACTWU Shirt and Leisurewear Joint Board
111 East 15th Street
New York City

The conference will explore who drinks and why, when drinking is a problem and do women drink differently than men. For further information: Contact Miriam Guida—212-488-3458.

Task Force for Older Workers

The New York State Office for the Aging is conducting a community outreach program directed toward older workers in six urban areas across the State.

The program will concentrate on persons age 60 and over in the cities of Albany, Binghamton, Buffalo, New York City, Rochester and Syracuse, home for the majority of older New Yorkers.

The project will inform the elderly of a new property tax and rent relief program and Title 1X (Senior Community Service Employment Program). It will refer seniors to nutrition programs, crime prevention information, and such benefit programs as Supplemental Security Income (SSI) and food stamps. The outreach program will assess the service needs of older New Yorkers and identify additional employment opportunities for older workers.

The program will provide full and part-time employment to older workers, who will be recruited to provide information and referral service to the elderly.

Interested persons may call the toll-free Senior Citizens Hot

Line in the State Office for the Aging—1-800-342-9871 for employment information.

Women in Nontraditional Jobs

Do you need additional information on how to set up a program for training women to qualify for jobs in nontraditional areas? The Women's Bureau of the U.S. Department of Labor recently issued two publications which might be of assistance to you. Both publications highlight CETA-funded programs which train and place women in nontraditional jobs in Boston and Denver and which are described as simple in design and easily replicated at relatively low cost.

A limited number of single copies of the Boston and Denver models are available free from the Women's Bureau, Office of the Secretary, U.S. Department of Labor, Washington, DC 20210. Multiple copies of the Boston model are available for \$2.50 each and the Denver model, \$2.40 each, from the Superintendent of Documents, Government Printing Office, Washington, DC 20402.

Booklets

A new pamphlet entitled: "Ten Good Reasons to Hire the Handicapped" is now available through the New York State Division of Human Rights. Written in a question and answer format the six-page pamphlet answers such questions raised by potential employers as employee safety, employer liability and Worker Compensation laws, costs for work space changes and tax credits for employers. Copies available from the State Division of Human Rights, 2 World Trade Center, Room 5349, New York, New York 10047.

Resources for Battered Women—provides information concerning such topics as Family Court, Criminal Court, Orders of Protection, the Police, Legal Help, Public Assistance, and Child Custody. Prepared by the Rape Crisis Center in Binghamton, New York, the booklet also provides information regarding Counseling Services, Educational Opportunities and Emergency Shelters in that immediate area.

Sexual Abuse of Children—presents pertinent information for parents, educators, counselors, and social service professionals. It includes facts about sexual abuse of children, when to suspect the incidence(s) of the problem, what to do if a child says she/he's been sexually assaulted, what to do for the child after the sexual molestation, and what legal action to take.

Both publications are .50 each, available from the Rape Crisis Center, 66 Chenango Street, Binghamton, New York 13901.

WOMEN NEW YORK

Women's Division
Executive Chamber / State of New York
1350 Avenue of the Americas
New York, New York 10019

Bulk Rate
U.S. Postage
PAID
New York, N.Y.
Permit No. 9999

Hasn't this been
upheld by Ct of appeals?
If so, important

94

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December 1978

page 7
Set. 1 Col.

~~LEGISLATIVE BRIEFS~~

Pregnancy to be Covered by
Disability Insurance

A U.S. District Court Judge on
September 25, 1978 upheld a State
Law requiring that pregnancy be
covered in employee disability
insurance plans.

Judge Lawrence Pierce, in a
ruling filed in the Manhattan Court,
said that the State law does not
conflict with the Federal Civil
Rights Act of 1964 and that even
if it did, the Federal Law would
not in this case pre-empt State
Law.

At issue was a provision of the
State's Human Rights Law saying
that excluding pregnancy benefits
constitutes
was sex discrimination on the basis of sex.

Pierce's decision stemmed from a
challenge launched by Thomas
Publishing Co., of Manhattan, which
claimed the State Law was not
enforceable because it conflicted
with Federal Law.

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stand" against admitting women reporters to the clubhouse. Most of the Yankee players, however, decided last year that women should have access to the clubhouse "if they conducted themselves professionally."

Later, ^{Judge}~~Mrs~~ Motley said, "Yankee management reversed the position of the players and said 'no more' to women reporters in the Yankee clubhouse."

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The Judge acknowledged the U.S. Supreme Court, ruling in a 1976 case involving General Electric Co., held that the Federal Act did not bar pregnancy exclusion in employer disability plans unless it could be proven that the practice was a "ploy designed to circumvent the statutory prohibitions against sex discrimination and to effectuate invidious discrimination."

Pierce said, however, that the Federal Law "does not serve to preempt State Laws on this subject" and that the State Law was not inconsistent with the high court's interpretation of the Federal Civil Rights Act.

Women in the Locker Rooms

Judge Constance Baker Motley of the U.S. District Court
~~A Federal Judge ruled on~~

September 25, 1978 that women sportswriters have a constitutional right to enter the locker room of the New York Yankees after a game to conduct interviews.

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December 1978

The decision by ~~U.S. District~~⁹
Judge ~~Constance Baker~~ Motley
struck down the effort by baseball
Commissioner Bowie Kuhn and the
Yankee management to maintain the
clubhouse locker room as an all-
male preserve.

Judge Motley ruled that the policy
of total exclusion of women from
the Yankee locker room does not
violate the players' rights to
privacy, but does deprive women
sports writers of their rights to
equal protection of the laws.

She suggested a number of ways,
including the use of curtains, to
shield players from the "roving
eyes" of female reporters.

The ruling was made on the com-
plaint filed last December by
Melissa Ludtke, a baseball re-
porter for Sports Illustrated, who
said she was barred solely on the
basis of sex from entering the
Yankee clubhouse after the World

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* Series last year.

"This denial of equal access," Judge Motley said, "places female reporters at a severe competitive disadvantage because they miss stories witnessed or heard by male reporters inside the clubhouse..".

The ruling said that women reporters who have access to locker rooms in other sports "have found that a substantial portion of their material comes from the locker room and thus that access to the locker room is an important part of their job."

"They are able to compete fully with the male reporters on their beat because they are given equal access to the news and the newsmakers," Mrs. Motley said.

Judge Motley noted that Kuhn urged all major league baseball teams in April 1975 to maintain a "unified

Nassau County
Action Council of Central Nassau
Levittown, NY

Rockland County Guidance Center for Women
Nyack, NY

NYC
enrollment { YWCA of NY
Agudath Israel, NYC, Bklyn - ^{Cope} Fresh Start
Nat'l Council of Negro Women
Sister of the Good Shepherd, Brooklyn
Contact: Louise Lancy.
~~Action~~

Displaced Homemaker Center of Western, NY - Buffalo



STATE OF NEW YORK
EXECUTIVE CHAMBER

MEMORANDUM

October 12, 1978

To: Mary Burke Nicholas

From: Annette Samuels *A.S.*

Subject: Women New York, October/November 1978

- Suggested Contents - ✓

PAGE 1 -
(photos here)

1. "Insurance: Who Needs It?"

Coverage of the first in a series of public information sessions for women on insurance.

Rochester, N.Y., Sept. 22, 1978

- PAGES 6+7 -* 2. Displaced Homemakers

W/ photos -
if possible

Opening of the "Everywoman Opportunity Center, Inc." funded by N.Y.S. Department of Labor in Western, N.Y.

Article will also give some idea of what's happening legislatively both Statewide and nationally.

- PAGES 4* ✓ 3. Women in State Government *(MBN submitted - Olga to get by 10/20)*
+ 5 -
(with photos) (Six - need names)

- PAGE 2 -* 4. Golden Weasel Award

- PAGE 2 -* Look to the Future *(MBN)*

- PAGE 3 -* ✓ Legislative Briefs - (Libby to give what issues will be coming up and need the attention of women).

- PAGE 8 -* 5. For Your Information

cc: Angela Cabrera
Ida Schmertz
Libby Antarsh

AS:ek

WOMEN NEW YORK

October/November 1978

Women in State Government

NOTE: Olga I will need the women's bio's and photos by October 20.
Please ask the women to give a short, 2 paragraphs, description
of their duties and objectives.

② Karen Burstein - Commissioner, Public Service Commission

⑦ Dorothy Wadsworth - Commissioner, State Commission of Correction

③ Doris Cadoux - Deputy Commissioner, Department of Agriculture and Markets

⑤ Marguerite Saunders - Deputy Commissioner, Office of Drug Abuse Services

① AnnThacher Anderson - General Counsel, Division of Human Rights

④ Muriel Drakes - Empire State Plaza Promotion Manager, Office of General
do later Services

⑥ Magdalena (Millie) Torres) - member -Task Force on Equalizing Educational
District Manager, Hispanic Affairs Opportunity
contact: New York Telephone Company

Note to A.S.: Ms. Torres represents the many men and women appointed
to Boards and Commissions by the Governor from the private sector who are not employees
of the State but give of their time and services.

Nassau County
Action Council of Central Nassau
Levittown, NY

Rockland County Guidance Center for Women
Nyack, NY

NYC
movement { YWCA of NY
Agudath Israel, NYC, Bklyn - ^{Cope} Fresh Start
Nat'l Council of Negro Women
Sister of the Good Shepherd, Brooklyn
contact: Louise Lancy.
~~Action~~

Displaced Homemaker Center of Western, NY - Buffalo

STATE OF NEW YORK
EXECUTIVE CHAMBER
HUGH L. CAREY, GOVERNOR

David Murray, Press Secretary
518-474-8418
212-977-2716

*File
Health
Newselec?*
*Aid For Women
Exposed to DES.*

IN October began

FOR RELEASE:
A.M., WEDNESDAY
OCTOBER 11, 1978

Governor Hugh L. Carey announced today that the State Health Department will begin a statewide program to identify, register, examine and help an estimated 100,000 women in the state who have been exposed to diethylstilbestrol (DES).

The synthetic estrogen drug is linked to increased risk of cancer, says Secretary Joseph Califano of Health, Education and Welfare.

The program will identify those women and their children who have been exposed to DES, screen them for possible malignancies or other conditions, and insure that they receive adequate care and follow-up. The program will be administered by the Health Department's Cancer Control Bureau, directed by Dr. Dwight Janerich.

At the Governor's request, the supplemental budget adopted last week contained \$300,000 to fund the DES program.

From the late 1940s to the early 1960s, DES was administered widely by physicians to pregnant women threatened with miscarriage. In recent years, medical science discovered that daughters born to mothers who took DES have a greater than usual risk of developing a rare type of cancer of the vagina as well as other genital abnormalities. DES has also been implicated in the development of breast cancer in the mothers, but this finding has not yet been confirmed.

As a result of these findings, the use of DES during pregnancy has been discontinued.

As an initial step in its DES program, the State Health Department has invited an expert scientific advisory panel to meet in Albany in two weeks to make recommendations concerning the elements of the Department's proposed program.

The Health Department's program will have three basic parts:

1. Public Education. An informational campaign will be launched to reach and identify those persons exposed to DES and to encourage them to seek medical attention. Persons aged 15-38 will be encouraged to find out if they have been exposed prenatally by their mothers' use of DES. Women aged 25 to 65 will be urged to determine whether they received DES during pregnancy and, if so, seek medical attention for themselves and their offspring,

2. Central Registry. A voluntary, confidential registry will be set up and maintained for women who used DES during pregnancy and for their children. This will permit continuing health surveillance and will allow early detection of DES-related health problems. The registry is expected to begin operation early next month.

3. Regional Screening Centers. Screening centers will be established in each of the six Health Service Areas of the state. In addition to providing up-to-date diagnostic techniques for individuals exposed to DES, these centers will conduct training and educational programs for physicians and other health professionals dealing directly with the DES problem.

Prospective screening centers will be invited to submit proposals for state contracts sometime next month, Dr. Janerich said.

47950

December 6, 1978

To: MBN

From: AS

Re: Women New York

December/January 1979

Volume 3 Number 4

Attached is the copy for the newsletter.

The content lineup is as follows:

Page One: Displaced Homemakers
Victims of the Transforming American Family

Page Two: Look To the Future
Women's Rights and the 1979 Legislative Session

Pages Four
and Five: Women In State Government

Page Six: Public Information Sessions on Insurance for Women Launched

Page Seven:
Aid for Women Exposed to "DES"
Pregnancy to be Covered by Disability Insurance
Women In the Locker Rooms

Page Eight: For Your Information

NOTE: For your column -- "Look To The Future" -- it might be
good to discuss the support the women can give to the
issues regarding women during the 1979 Legislative Session.