

departments, in which educational requirements are all but eliminated and preference is given to persons of low income or dependent on public assistance.

The Board is also examining intermediate social services positions with a view to utilizing an intermediate range of experience and education, including graduates of two-year colleges.

DAY CARE

The Board believes that it should be the policy of the State of New York that every pre-school and young school-age child who needs day care services should have such services available to him.

These services include both group and family day care. Priority for day care services should be given to children of low income and ADC families.

State matching funds are now available to local social services districts for the direct provision or purchase of day care but thus far there has been little utilization of these funds to expand these services.

The Board's rules permit day care for infants beginning at eight weeks of age, and the Board solicits requests for establishment of group day care for infants in acceptable programs as well as for day care services for older children.

One of the principal reasons for the delay in development of day care centers has been lack of adequate physical facilities. The Board recommends to the Governor and the State Legislature that public capital funding be made available—as is the case in other areas of special need, such as housing and nursing homes—for construction and rehabilitation of needed day care facilities.

The Board is now revising and modernizing its Rules on day care, in order to permit full utilization of all possible facilities.

No child in the States of New York who needs day care should be deprived of such services, which should be free to the needy and chargeable to those families which can afford to pay.

WORK INCENTIVES

The Board urges the State Legislature to adopt legislation that would establish an across-the-board incentive allowance for welfare recipients who obtain employment, regardless of the source of their earnings.

The Board is convinced that this action will motivate people to accept employment and that it will eventually reduce expenditures for public assistance.

It would remove the present "dis-incentive," whereby a person who receives public assistance has a dollar deducted from his grant for every dollar he earns. This means that a welfare recipient has no practical motivation to seek a job, since his financial condition will not be improved if he gets one.

The Board is convinced that incentives to work are an important and desirable stimulant to poor people to enter the labor force. The Board has consistently urged the federal government to permit welfare recipients to retain a share of their earned income as a work incentive. The Board approved an experiment in New York City which allows members of ADC and TADC families who find employment to keep the first \$85 per month of earnings plus 30 percent of any additional sum. Therefore we applaud the recent action of Congress in adopting an incentive program in the 1967 Social Security Act amendments.

Unfortunately, New York States has not followed suit, and incentive allowances have been applied only to federal employment programs but not to private employment.

FAMILY PLANNING

The Board considers family planning an essential service which should be available regardless of a person's economic status. It recognizes that the availability of family planning services does not take the place of, or obviate the need for, personal motivation. But it has required—in a Rule adopted on December 23, 1966—every local social services district to make known to welfare recipients generally the availability of family planning facilities and services. The Rule also allows, with adequate protection of moral scruples, caseworkers to inform any recipient of Aid to Dependent Children and Home Relief who is married or is the head of a family of the availability of such services. This Rule, adopted well in advance of the recent federal requirements concerning family planning information and services, is in full compliance with those requirements.

The Board is now considering a further extension of its rule to include not only recipients of public assistance but also recipients of care or services who are married or heads of families.