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3



President's Committee on Employment
of People with Disabilities

To: Bill White
Office of Public Liaison
The White House

From: John Lancaster

Subject: Workforce Recruitment Program, Disability Employment Statistics, Model Employers of Persons with Disabilities

Date: 16 July 1996

The background on the Work Force Recruitment Program:

Goal The goal of the workforce recruitment program is to provide college students with disabilities a "leg up" in getting a permanent job by providing them with an internship with the federal government (and next year opportunities will also be created in the private sector). This will give them a real job experience for meaningful pay that most them have never had to list on their resumes.

Secondary goals of the program are to sensitize federal agencies to the abilities of young people with disabilities and to build talent and leadership among the pool of young, educated people with disabilities.

History The program was started in 1976 at the David Taylor Research Center of the Department of Navy with one disabled college student. By 1979 the program at David Taylor had grown to serving 40 students. In 1980 the Department of Navy expanded the program to all Navy research labs and it served 50 students. In 1983 the program was expanded to the entire Department of Navy serving around 60 disabled students. The program had the effect of raising the percentage of permanent civilian employees with disabilities in the Department of Navy from .8% to 1.2%. In 1986 it was expanded to the entire Department of Defense still serving about the same number of students with disabilities. The program declined over the next several years and had nearly died in 1992. President's Committee on Employment of People with Disabilities Chairman Tony Coelho and Department of Defense Under Secretary Dorn resuscitated the program. In 1995 over 900 disabled college students from 95 colleges and universities were interviewed and 310 were determined job ready and 152 were placed in internships at federal

agencies throughout the government. In 1996 again over 900 students 93 schools were interviewed and 797 were determined job ready so far 150 have been placed in federal government internships.

Attached are descriptions on how the program works and some highlights from the overwhelming number success stories.

Also attached are the latest on the statistical spin and some model employer information.

FEDERAL RECRUITMENT PROGRAM FOR STUDENTS WITH DISABILITIES

Co-Sponsored by the President's Committee on Employment of People with Disabilities
and the Department of Defense

1331 F Street, N.W., Third Floor, Washington, D.C. 20004-1107

HOW THE PROGRAM WORKS

1. The purpose of the program is to refer students with disabilities for employment at federal worksites throughout the United States. Participating agencies have an interest in placing qualified persons with severe disabilities in summer and permanent positions. There is special emphasis on diversity, so minority individuals with disabilities and women with disabilities are especially encouraged to apply.
2. The President's Committee on Employment of People with Disabilities and the Department of Defense coordinate the program. Other participating agencies include the Departments of Agriculture, Education, Health and Human Services, Labor, State, Treasury, and Veterans Affairs and the National Aeronautics and Space Administration. The Equal Employment Opportunity Commission, the Environmental Protection Agency, the Social Security Administration, the Pension Benefit Guaranty Corporation, the Export/Import Bank of the United States, and the Departments of Commerce, Energy, Justice, and Interior have been invited to join the consortium this year.
3. Recruiters from participating agencies interview students with disabilities at colleges and universities nationwide. Approximately 1,000 students are interviewed between the end of January and early March of each year. The student submits all necessary paperwork during the 30-minute interview. This includes an application form, a referral agreement, and transcripts. Arrangements for interviews usually are coordinated through the campus Office of Disabled Student Services or the campus Career Services Office.

4. Recruiters prepare interview summaries and enter information about students into a recruitment database. Application packages and interview evaluation forms generated by the database are then made available to potential employers.
5. During the month of March, representatives from participating agencies (personnel specialists, EEO specialists, disability program managers, and others) review applications and interview evaluation forms and select those of most interest. They then share these materials with agency managers and supervisors.
6. Permanent positions may be offered at any time during the year. Summer jobs are usually offered by May 1. Students may assume that they will not get summer job offers if there has been no contact by that time. Occasionally, summer offers are made after May 1.
7. Placements may be made anywhere in the United States. In 1995, about 75% of the students hired through the program worked in the Washington, D.C., area. The rest worked at other locations around the country. The student pays the cost of transportation to and from his/her home state and the worksite.
8. Students must keep track of any job offers they get. Recruiters are not informed when agencies make offers and cannot assist students who fail to obtain basic information such as the name and address of agency and the name and phone number of person making the offer.
9. The student should ask the person who extends the offer specific questions about the job. Items that should be discussed include salary, location, hours, duties, and training opportunities. Students may also want to ask about options for accessible, affordable housing and transportation to and from work.
10. In the Washington, D.C. area, special arrangements have been made for students in summer jobs. Groups of rooms have been reserved at local schools including Gallaudet University, American University, and George Washington University. Elsewhere in the country, agencies offering students summer jobs will attempt to help them find appropriate housing but usually have not made arrangements for group accommodations of any kind.

11. Summer room and board arrangements are usually made separately. Students should ask what is included when summer housing arrangements are described. Attendant care expenses are the responsibility of the student.

12. The employing agency will provide worksite accommodations. Students should clearly state their needs. The sooner the agency knows what kinds of adaptive services and equipment are necessary, the more likely it is that accommodations will be in place by the time the student starts work.

13. The recruitment program does not track applications when they are circulated for consideration. Consequently, there is no place students can call to inquire about their chances of receiving an offer by a particular date or with a particular agency. Procedures, jobs, and circumstances vary from agency to agency. Agencies will contact students directly when they are ready to make offers.

14. We believe this program has potential to serve employers in the private sector, and we intend to explore options for cooperative arrangements in the months ahead. Students who are willing to have information about them forwarded to private sector employers in addition to Federal agencies, may sign a referral agreement that allows this to be done.

WHO IS ELIGIBLE?

The Federal Recruitment Program for Students with Disabilities serves individuals

- **who have severe disabilities and**
- **are enrolled at an accredited institution of higher learning on a substantially full-time basis to seek a degree or**
- **have graduated from such an institution within the past 6 months.**

This program is intended to assist people with disabilities that substantially limit activities of daily living. These disabilities include but are not limited to blindness, deafness, complete or partial paralysis, seizure disorders, missing extremities, distortion of limbs and/or spine, psychiatric disabilities that require continuing accommodation, and severe learning disabilities.

To participate in the recruitment program, an individual must must be enrolled in an accredited 2-year or 4-year college or university or graduate or professional school as a degree seeking student taking at least a half-time course load or must have earned a degree from such an institution within the past 6 months. Students taking less than a half-time course load in the enrollment period immediately prior to graduation are also eligible.

Because the jobs offered through this program are Federal jobs, all participants must be United States citizens.

MINORITY STATISTICS FOR 1996 RECRUITING SEASON
(BASED ON 580 WHO SUBMITTED THE CENSUS FORM)

<u>Designation</u>	<u>Overall Number</u>	<u>Overall Percent</u>	<u>Hired Number</u>	<u>Hired Percent</u>
American Indian or Alaskan Native	5	1%	0	0%
Asian or Pacific Islander	16	3%	7	7%
Black, not of Hispanic origin	102	18%	19	19%
Hispanic	38	7%	11	11%
White, not of Hispanic origin	<u>419</u> 580	<u>72%</u> 101%	<u>63</u> 100	<u>63%</u> 100%

Former Federal Recruitment/Workforce Recruitment Program students

1. Margaret "Muffi" Lavigne

Went through the Program for three consecutive years (Summers '91, '92, '93); worked at U.S. Public Health Service all three years in the Office of Assistant Secretary for Health's EEO office. After graduating, she went on to work full time as the Administrative Assistant to the Executive Director of the President's Committee on Employment of People with Disabilities. Ms. Lavigne is currently working for the United Cerebral Palsy Association (UCPA) in Washington, DC, as the Information Referral Specialist. She has a B.A. in English (Concentration in Management) from the University of Connecticut.

2. Bill Hemmings

Went through the program last year (Summer '95). Now works for Prudential Preferred Financial Services, Ann Arbor, MI, as a Customer Service/Marketing Representative.

3. Harry Friedman

Went through the program for two years (Summer '84, '85). Mr. Friedman is a T.V. Production Specialist for the David Taylor Research Center, Department of Navy. He has a B.A. in Communications (concentration in Mass Media) from Rochester Institute of Technology.

4. Paulette Chasey

Interned at Computer\Electronic Accommodations Program (CAP), U.S. Department of Defense, in Summer of '95. Ms. Chasey is currently working as a contractor for Irving Burton and Associates. She received her MBA from Rochester Institute of Technology.

5. Eddie Espinosa

Went through the program a number of years ago. Worked for Montgomery County Government Department of Family Resources, Disability Resources Division. Established his own consulting business related to sensitivity and other training regarding people with disabilities, from which he was recruited to serve as the Assistant to the Chairman of the President's Committee on Employment of People with Disabilities. He has returned to the private sector, and continues to be successful as a disability consultant. He holds a degree from University of Texas at Austin.

in Finance

The following twenty students have returned for a second time to the Workforce Federal Recruitment Program this year. These students were employed by government agencies last summer as well.

NAME	COLLEGE\UNIVERSITY	HIRED
Alexander Ashe	Univ. of Houston	OSD
Rachel Abbott	Montgomery College	Navy
Ronald Baker	Howard CC	Navy
Patricia Beavis	Springfield CC	Air Force
Jason Box	Howard CC	DFAS (DOD)
Regina Duncan	East Carolina Univ.	Air Force
Meredith Frazier	Univ. of Texas-Austin	Army
Jeffrey Fineman	Howard CC	NSWC (Navy)
Curtis Flexhaug	Univ. of N. Dakota	Air Force
John Hunt	Howard CC	NAVSEC
Susan Lopez	Montgomery College	VA
Delbert McMillion	Montgomery College	Navy
Jeanette Mercado	CUNY-Baruch	Air Force
Ericka Nunez	Cal State-San Bernardino	PCEPD
Thomas Parker, III	Univ. of Akron	Army
Maria-Alai Rambus	Univ. of N. Dakota	Army
Rebecca Ryan	Marist College	NRL (Navy)
Kathleen Shannon	Cal State-Fresno	DFAS (DOD)
Sadrena Whitaker	Montgomery College	DISA
Kelly Witkiewitz	Univ. of Buffalo	Air Force

DRAFT**DRAFT #6 -- FOR AGENCY REVIEW ONLY**

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EMPLOYMENT RATE OF PEOPLE WITH DISABILITIES INCREASES UNDER THE AMERICANS WITH DISABILITIES ACT

(Washington, DC -- July __, 1996) Newly released data from the U.S. Census Bureau reveals improving employment trends for people with disabilities. According to the Census Bureau's Survey of Income Program Participation (SIPP), the employment rate for persons with severe disabilities increased from 23.3% in 1991 to 26.1% in 1994.

This means that approximately 800,000 more severely disabled individuals were working in 1994 than in 1991 -- a 27% increase. Historically, people with severe disabilities have had the hardest time gaining employment, even through economic upturns.

This increase comes during the initial years of the Americans with Disabilities Act (ADA), a national law passed in 1990 which, among other things, prohibits workplace discrimination based on disability.

Tony Coelho, Chairman of the President's Committee on Employment of People with Disabilities and an early supporter of the ADA when he was a member of Congress, welcomed the release of the data as "the first true measure of the ADA's impact on the employment of people with disabilities."

Coelho said, "While it's still too early to see the ADA's enormous potential to the nation in terms of social and economic gains, these early measures are encouraging."

Data previously released from another Census Bureau survey showed no gain in the percentage of persons with disabilities who were employed. Those data were based on the March Supplement to the Current Population Survey (CPS).

Although the CPS data have been widely quoted, according to Katharine G. Abraham, Commissioner of Labor Statistics in the U.S. Department of Labor, "Neither the questions in the regular monthly CPS nor those in the March Supplement to the CPS are designed to provide a comprehensive count of persons with disabilities. Disability status is complex and requires a detailed set of questions to be identified properly, something done in the SIPP disability surveys, but not the CPS."

DRAFT

Last year, during the 5th anniversary of the ADA, many organizations used the March CPS data to argue that the ADA had had little or no impact on employment.

With a more comprehensive employment count of people with disabilities now available, it is evident that the employment of people with severe disabilities is on the rise.

"It appears that the ADA is making a positive difference," said Coelho. "We must renew our confidence in this unalterable assertion of human rights and move vigorously ahead with the implementation of the principles of ADA in the workplace."

Paul Steven Miller, Commissioner at the U. S. Equal Employment Opportunity Commission (EEOC), which is charged with enforcing the ADA, agrees. "I am pleased to see that we have moved forward as a country in employing people with disabilities," he said. "Although these numbers are encouraging, we clearly have a long way to go before ADA's vision of inclusion, empowerment and independence is realized."

The Census Bureau and the Bureau of Labor Statistics (BLS) will further analyze and report on this (1994) SIPP survey data, with the results to appear in a future edition of the BLS "Monthly Labor Review."

The Census Bureau is expected to take another count of employment of people with disabilities late next year.

DRAFT

**SIPP Data
Census Bureau
(Working Americans -- 21 to 64 years of age)**

Note: In 1994 there were 29.4 million working-age persons with disabilities. Of that number, 14.2 million had severe disabilities.

	<u>1991</u>	<u>1993</u>	<u>1994</u>
<u>Persons with Severe Disabilities*</u> <u>Employed</u>			
Percent	23.3%	25.0%	26.1%
Number	2.91 million	3.45 million	3.71 million
<u>All Persons with Disabilities</u> <u>Employed</u>			
Percent	52.0%	52.4%	52.3%
Number	14.26 million	15.11 million	15.39 million
<u>Persons with Non-severe Disabilities**</u> <u>Employed</u>			
Percent	76.0%	77.7%	76.9%
Number	11.35 million	11.66 million	11.68 million
<u>All Persons Employed</u>			
Percent	80.5%	80.6%	82.1%
Number	93.90 million	96.25 million	98.49 million

* A person with a severe disability is one that is unable to perform one or more activities of daily living; or, has one or more specific impairments; or, is a long term user of a assistive devices such as wheelchairs, crutches, and walkers.

**A person with a non-severe disability is one that has difficulty performing functional activities such as hearing, seeing, having one's speech understood, lifting and carrying, climbing stairs and walking; or, difficulty with activities of daily living.



UNITED STATES DEPARTMENT OF COMMERCE
Bureau of the Census
Washington, DC 20233-0001

June 26, 1996

MEMORANDUM FOR

Daniel H. Weinberg
Chief, Housing and Household Economic
Statistics Division

From:

Jack McNeil JM
Housing and Household Economic
Statistics Division

Subject:

Household Survey Data on Employment and Disability

Interest in tracking the employment status of persons with disabilities has grown since the passage of the Americans with Disabilities Act of 1990 (ADA). The primary national source of data on labor force status (the Current Population Survey (CPS)) has been used by some analysts, even though that survey does not actually attempt to identify the appropriate universe — persons with a physical or mental impairment that substantially limits one or more of the major life activities.

The disability questions that are asked in the monthly CPS and in the annual March supplement have specific purposes that make them inappropriate for identifying such persons. The disability question that is asked in the monthly core is intended to identify persons who are out of the labor force because they are "prevented from working". The March supplement question on whether there are persons in the household who are "prevented from working" or who are "limited in the kind or amount of work they can do" is asked as a screener to identify those households in which there is some likelihood that one or more persons may be receiving disability-related income.

On the other hand, the disability supplements that have been asked in the Survey of Income and Program Participation (SIPP) were designed to be consistent with the ADA definition of disability. The supplements obtain information on

- the ability to perform specific functional activities (seeing, hearing, having one's speech understood, lifting and carrying, climbing stairs, and walking),
- certain ADL's or activities of daily living (getting around inside the home, getting in and out of a bed or chair, bathing, dressing, eating, and toileting), and
- certain IADL's or instrumental activities of daily living (going outside the home, keeping track of money and bills, preparing meals, doing housework, and using the telephone).

The survey also collects information on the use of special aids such as wheelchairs and canes, the presence of certain conditions related to mental functioning, and the ability to work at a job or business.

We have now compiled three SIPP files containing data on disability status and a number of other characteristics including employment status. These files make use of the overlapping panel design of SIPP by combining data from two panels when the same disability questions were asked at the same time on both panels.

<u>File</u>	<u>Reference months for employment status</u>
90 panel: Wave 6 / 91 panel: Wave 3	September - December 1991
92 panel: Wave 6 / 93 panel: Wave 3	September - December 1993
92 panel: Wave 9 / 93 panel: Wave 6	September - December 1994

Whenever comparisons are made over time, the data sets must be as comparable as possible. The SIPP data sets described above are comparable in terms of the questions that were asked in the surveys, but there are other issues of comparability that should be addressed. It has been established that, when household surveys make use of a panel design (periodic visits to the same households over time), certain measures are affected by the problems of time-in-sample bias and attrition. In the CPS, for example, the reported rate of unemployment is affected by the number of times a household has been included in the CPS sample. The CPS has solved the problem by adopting a survey design that rotates households into and out of the sample, so that the average time-in-sample is the same for each monthly CPS sample. The SIPP does not have such a design, and for some measures there is a concern that the effects of time-in-sample bias or attrition bias may be significant. (Attrition bias may occur if the characteristics of households that drop out of the sample over time differ from the characteristics of households that remain.) The potential for these problems to affect SIPP estimates has been examined with some care, and analysts have generally concluded that these problems are of concern for some measures (e.g., poverty status), but statistically significant effects have been found only when comparisons involve data sets that do not have the same proportion of wave 1 interviews. The SIPP data sets used in this analysis do not make use of any interviews collected in waves earlier than wave 3, so it seems unlikely that any comparisons are strongly affected by time-in-sample or attrition bias.

Another measurement issue concerns the criteria used to classify someone of working-age "with a severe disability". Because working at a job or business is clearly a major life activity, SIPP disability data treat persons who report that they are "unable to work at a job" as "with a severe disability". But if we are tracking the employment status of persons with a severe disability, is it proper to include in that category persons who report that they are "unable to work"? Part of this issue concerns the meaning of "unable to work". When a person reports that he or she is "unable to work" that person is making a judgement about workplace accommodations and the

availability of transportation. Changes in the workplace and transportation environments could result in far fewer persons describing themselves as "unable to work".

The figures below show the number of persons 21 to 64 with a severe disability based on three alternative definitions and shows the corresponding employment rates. Definition 1 is the definition used in the publication "Americans With Disabilities: 1991-92" (P70-33), Definition 2 excludes from the severe category all persons self-identified as "unable to work", and Definition 3 excludes work disability as a criterion for determining whether a person has a severe disability. To understand the difference between the last two definitions, consider a person who uses a wheelchair and reports that he or she is unable to work; the person would be excluded from Definition 2, but would be included in Definition 3.

<u>Persons With Severe Disability</u>	1991 (September-December)		1994 (September-December)	
	<u>Number</u> <u>(thousands)</u>	<u>Percent</u> <u>employed</u>	<u>Number</u> <u>(thousands)</u>	<u>Percent</u> <u>employed</u>
Definition 1 (basic SIPP definition)	12,494	23.3	14,219	26.1
Definition 2 (excludes persons "unable to work")	4,311	60.3	4,337	72.7
Definition 3 (does not use ability to work as a criterion)	8,624	30.1	9,506	33.9

The 1991 to 1994 changes in the percent employed are statistically significant at the 90-percent level for all three definitions.

The attached tables show employment rates by disability status and show which 1991 to 1994 changes are statistically significant. The ability to measure change is determined, in large part, by sample size, and the desire to look at samples as large as possible is the reason the data presented here are based on combined panels. The approximate size of the first file was 34,000 households, and the approximate size of the second and third files was 40,000 households. The next full SIPP disability supplements are scheduled to be asked in the fifth and eleventh waves of the 1996 panel (June 1997 - Sept. 1997 and June 1999 - Sept. 1999 respectively). The 1996 panel will have a sample size of 37,000 households and will include 12 waves (households will be visited 12 times at four-month intervals).

Attachments

Table 1. Employment Rate Among Persons 21 to 64 Years Old by Disability Status:
1991, 1993, and 1994: Data from the Survey of Income and Program Participation

Disability Status	1991 (Sept. - Dec.)		1993 (Sept. - Dec.)		1994 (Sept. - Dec.)		Difference in Employment Rate: 1991 to 1994
	Number (000's)	Percent employed	Number (000's)	Percent employed	Number (000's)	Percent employed	
Persons 21 to 64 years old	144,075	75.1	148,244	75.1	149,369	76.2	1.1*
With no disability	116,641	80.5	119,414	80.6	119,960	82.1	1.6*
With a disability	27,434	52.0	28,830	52.4	29,409	52.3	0.3*
Severe	12,494	23.3	13,819	25.0	14,219	26.1	2.8*
Not severe	14,940	76.0	15,011	77.7	15,190	76.9	0.9*
With a functional limitation	18,012	48.6	19,400	49.7	17,797	48.6	0.0
Severe	6,352	27.6	7,232	29.7	6,841	32.2	4.6*
With difficulty							
Seeing words and letters	4,567	45.5	5,155	45.5	4,002	43.7	-1.8
Hearing normal conversation	5,222	63.7	5,650	65.4	4,489	64.4	0.7
Lifting and carrying	7,548	32.1	8,149	34.5	8,026	34.8	2.7
Climbing stairs	7,803	30.1	8,584	31.6	8,517	33.9	3.8*
Walking 3 city blocks	7,672	31.5	8,600	31.9	8,697	33.5	2.0
With an ADL** limitation	3,313	25.3	3,820	26.8	3,640	27.2	1.9
With an IADL*** limitation	4,811	22.9	5,375	25.4	5,434	27.1	4.2*
Needs personal assistance with an ADL or IADL	3,704	21.2	4,021	23.1	4,065	24.6	3.4
Uses a wheelchair	495	18.4	582	20.9	685	22.0	3.6
Does not use a wheelchair but uses a cane, crutches, or a walker	1,484	25.2	1,841	29.2	1,609	27.5	2.3

*Difference is significant at the 90-percent level of confidence.

**ADL's are activities of daily living and include getting around inside the home, getting in or out of a bed or chair, taking a bath or shower, dressing, eating, and using the toilet.

***IADL's are instrumental activities of daily living and include going outside the home, keeping track of money and bills, preparing meals, doing light housework, and using the telephone.

U.S. Bureau of the Census
Contact: Jack McNeil, 301-763-8300

Table 2. Percent Distribution of Employed Persons by Disability Status: 1991, 1993, and 1994: Data from the Survey of Income and Program Participation

Disability Status	1991 (Sept. - Dec.)	1993 (Sept. - Dec.)	1994 (Sept. - Dec.)	Difference: 1991 to 1994
All employed persons (ooo's)	119,432	122,614	125,591	
Total	100.0	100.0	100.0	
With no disability	86.6	86.2	86.2	-0.4
With a disability	13.4	13.8	13.8	0.4
Severe	2.8	3.2	3.4	0.6*
Not Severe	10.6	10.6	10.4	-0.2
With a functional limitation	8.4	8.9	7.9	-0.5*
Severe	1.7	2.0	2.1	0.4*
With difficulty				
Seeing words and letters	2.0	2.2	1.6	-0.4*
Hearing normal conversation	3.2	3.5	2.7	-0.5*
Lifting and carrying	2.3	2.6	2.5	0.2
Climbing stairs	2.3	2.6	2.6	0.3*
Walking 3 city blocks	2.4	2.6	2.7	0.3*
With an ADL** limitation	0.8	1.0	0.9	0.1
With an IADL*** limitation	1.1	1.3	1.4	0.3*
Needs personal assistance with an ADL or IADL	0.7	0.9	0.9	0.2*
Uses a wheelchair	0.1	0.1	0.1	0.0
Does not use a wheelchair, but uses a cane, crutches, or a walker	0.4	0.5	0.4	0.0

*Difference is significant at the 90-percent level of confidence.

**ADL's are activities of daily living and include getting around inside the home, getting in or out of a bed or chair, taking a bath or shower, dressing, eating, and using the toilet.

***IADL's are instrumental activities of daily living and include going outside the home, keeping track of money and bills, preparing meals, doing light housework, and using the telephone.

U.S. Bureau of the Census
Contact: Jack McNeil, 301-763-8300

EMPLOYER RECOMMENDATIONS TO BE MENTIONED BY THE WHITE HOUSE ON
JULY 26, 1996

The following employers have excellent track records for promoting the employment of people with disabilities, have been members of the President's Committee's Employer Subcommittee for many years, set the standards for industry and have been driving forces to create business awareness of the value of hiring and retaining people with disabilities:

o **General Motors Corp.**-Since 1991 over 28,000 vehicles have been sold through the GM Mobility program; this Program has been expanded to include rebate coverage for alerting devices for drivers who are hearing-impaired. GM is an active member of not only the Employer Subcommittee of the President's Committee, but also the Michigan Governor's Committee on Employment of People with Disabilities and the Michigan Business Leadership Network; in this role GM assists other employers to understand the benefits of hiring and retaining people with disabilities, and their market potential. Careers and the DISABLED Magazine surveyed its readers to determine which companies were felt to be best employing and accommodating people with disabilities; GM has consistently ranked within the top 10. In 1995, GM won the Easter Seals EDI Award for Corporate Leadership in recognition of its efforts to promote equality, dignity, and independence of people with disabilities. GM has its own President's Committee, which is comprised of GM employees from a number of GM staff and divisions; Committee membership includes employees with disabilities. The Committee's purpose is to educate, inform, and create awareness among employers, customers, and the public and propose positive programs directed towards the employment and accommodating of people with disabilities.

o **MARRIOTT INTERNATIONAL, INC.**-Marriott International has been involved in hiring people with disabilities for over 50 years; this commitment is shown in a number of ways, including its establishment and support of the BRIDGES Foundation; this Foundation funds exemplary projects that provide employment for people with severe disabilities. Marriott International hires people with disabilities in a range of jobs, including managerial and supervisory. In addition, Marriott International's Community and Employment and Training Program has initiated a model program with job coaches for people with disabilities on staff. Marriott International has developed proactive partnerships with many community-based vocational rehabilitation providers to ensure that the company gets qualified employees with disabilities.

o **SEARS MERCHANDISE GROUP**-Sears has been a leader in hiring people with disabilities. Most recently, Sears worked with the Annenberg Foundation on its two reports. The first report, which was published in 1964, examined the pre- and post ADA employment practices of Sears. The second report, which was published in 1996, provides hard data on the costs of reasonable

-2-

accommodations and identifies issues that Sears and other companies face regarding ADA implementation. These reports are being used in corporate, governmental, educational, and media-based trainings and awareness programs to show that hiring people with disabilities makes good business sense, and that the average cost of providing workplace accommodations was \$45; 99 percent required little or no cost. Sears continues to educate their corporate brethren on the benefits of hiring people with disabilities.

o **BANK OF AMERICA**-The Bank of America is pioneering a diversity program which includes the proactive recruitment and hiring of people with disabilities into managerial positions. In addition, the Bank of America has developed strong partnerships with the disability community, including the Independent Living Center, World Institute on Disability, California Governor's Committee on the Employment of People with Disabilities, etc. This year the Bank of America is sponsoring some of Kaleidoscope's, the disability channel, marketing and programming.

o **MCDONALD'S CORPORATION**-McDonald's Corporation is known for its outstanding commercials which sensitively portray a diverse population of customers and employees, including people with disabilities. In addition, McDonald's Corporation has implemented a diversity program which specifically targets hiring people with disabilities. McDonald's Corporation promotes the hiring of people with disabilities by its franchise owners in a variety of ways, including the provision of technical assistance and has compiled a resource directory for its franchises that want to hire people with disabilities. In addition, McDonald's promotes franchises being owned by people with disabilities.

o **SOCIETY FOR HUMAN RESOURCE MANAGEMENT (SHRM)**-SHRM is a trade association comprised basically of HR people from small, medium, and large businesses; SHRM's membership is now over 75,000. As an active member of the President's Committee, SHRM is a leader in disseminating materials that provide information to employers on the recruiting, interviewing, hiring, and retaining people with disabilities. SHRM's active support of the President's Committee's mission enables us to reach targeted markets within the employer sector; thereby maximizing the impact. In addition, SHRM provides expertise in the area of public policy to ensure that the regulations issued by such agencies as EEOC, DOL, etc., promote the hiring of people with disabilities.

o **CAROLINA FINE SNACKS**-This small company of 18 employees hires a workforce which over half is comprised of people with severe disabilities. The people with disabilities are hired in a variety of jobs. Moreover, the President, Phil Kosak, has become a leader and spokesperson in the small business community for the benefits of hiring people with disabilities; he speaks all over the country at his own cost on this issue.

-3-

Reaching small business owners on the benefits of hiring and retaining people with disabilities is an extremely difficult sector to reach-Phil is the best leader and spokesperson in the country. When he speaks his small business brethren listen.

Additional information can be provided if needed.

EMPLOYER PROFILES

The following employers received 1994 Employer of the Year awards from the President's Committee on Employment of People with Disabilities. They are representative of many in the United States who believe that the smart money is on businesses that recognize and hire qualified Americans with disabilities. All have agreed to assist other similar businesses who seek guidance or advice on hiring people with disabilities. Contact names and phone numbers are listed in each profile. Profiles are based on information provided by the employer.

EMPLOYER: MILWAUKEE COUNTY, MILWAUKEE, WI
TYPE OF BUSINESS: County government

TOTAL EMPLOYEES: 8,319 (full-time), 561 (part-time)

SELF-IDENTIFIED EMPLOYEES WITH DISABILITIES: 13% (full time), 13% (part-time)

SELF-IDENTIFIED DISABILITIES: Mental retardation, epilepsy, psychiatric disabilities, blind, deaf, amputation, carpal tunnel, arthritis, back impairments, brain trauma, cancer, alcoholism, cerebral palsy, diabetes, heart disease, learning disability, stroke, visual impairments, lupus, spinal cord injury.

POSITIONS HELD BY EMPLOYEES WITH DISABILITIES: Individuals with disabilities hold or have held positions in 91 different classified job titles. These include everything from Account Clerk I to Zoo Worker III. Positions are held in all seven county job classifications. Individuals with disabilities are also employed in elected and appointed positions.

ACCOMMODATIONS PROVIDED: Raised desk for employee who uses a wheelchair, amplified phone headset for employee who is hard of hearing, modified work schedules, enlarged computer screen for employee who has a visual impairment, increased desk lighting, air purifier for employee with respiratory disability, reserved parking, power operated doors, voice synthesizer computer for employee who is blind.

YEAR FIRST EMPLOYED PEOPLE WITH DISABILITIES: Aggressively 1985

IMPACT OF HIRING PEOPLE WITH DISABILITIES: Employees with disabilities have proven to be valuable employees. Often when employees with disabilities are hired, they leave the benefit rolls (SSI, SSDI, AFDC) and enter the role of taxpayer. When the benefit roll savings are added to the increased tax paid by these employees, Milwaukee County, the state of Wisconsin, and taxpayers in general are saving over \$5.16 million annually.

CONTACT: Timothy J. Ochnikowski: (414)289-6630 (VOICE)

EMPLOYER: DELCAMBRE'S RAGIN CAJUN, SEATTLE, WA
TYPE OF BUSINESS: Small restaurant

TOTAL EMPLOYEES: 2 (full time), 6 (part-time), 2 (H.S. student interns)

SELF-IDENTIFIED EMPLOYEES WITH DISABILITIES: 2 (full time), 5 (part-time), 2 (H.S. student interns)

SELF-IDENTIFIED DISABILITIES: Deaf, deaf and blind, hard of hearing.

POSITIONS HELD BY EMPLOYEES WITH DISABILITIES: Manager, cook, kitchen assistant, dish washer, wait staff.

ACCOMMODATIONS PROVIDED: Sign language interpreter, modified lighting for employees who are deaf and blind, TTY and use of relay service, special device to alert security to building in case of emergency.

YEAR FIRST EMPLOYED PEOPLE WITH DISABILITIES: 1993

IMPACT OF HIRING PEOPLE WITH DISABILITIES: We have incorporated hiring people with disabilities into our mission statement which is printed on our menu. Customers have made it a popular eating place because of the quality of the food and the service. They are pleasantly surprised to learn that almost all the employees are persons who are deaf. The wait staff communicates with hearing customers through lip reading and sign language. Many customers have learned sign language.

CONTACT: Danny or Holly Delcambre: (206)624-2598 (VOICE)

**EMPLOYER: NATIONS BANK CORPORATION, CHARLOTTE, NC
(HEADQUARTERS)**

TYPE OF BUSINESS: Bank holding company providing financial products and services nationally and internationally

TOTAL EMPLOYEES: 54,000 (full-time), 13,000 (part-time)

SELF-IDENTIFIED EMPLOYEES WITH DISABILITIES:
Approximately 15-19%

SELF-IDENTIFIED DISABILITIES: Learning disabilities, low vision, hearing impairment, deaf, carpal tunnel syndrome, paraplegia/quadriplegia, paralysis, amputation, mobility disabilities, multiple sclerosis, cerebral palsy, glaucoma, HIV positive, arthritis, head injury/cognitive, psychiatric disability, attention deficit disability, chronic fatigue syndrome, lupus.

POSITIONS HELD BY EMPLOYEES WITH DISABILITIES: Personnel manager, customer service representative, systems analyst, operations analyst, trust accounting associate, card services representative, private banking associate, cash vault assistant, teller, personal trust administrator, accounts payable associate, mortgage lender, items processor, international operations clerk, dealer finance processor, management development trainer, operations trainer.

ACCOMMODATIONS PROVIDED: TDD/TTY, modified computer equipment/software, modified office chairs, cash counter modifications, building modifications, braille materials, sign language interpreters, telephone amplifier, sensitivity training, computer wrist rests, air filters.

YEAR FIRST EMPLOYED PEOPLE WITH DISABILITIES:
Approximately 1980

IMPACT OF HIRING PEOPLE WITH DISABILITIES: Productivity, in some cases, has increased when associates with disabilities join the departments. Their abilities and motivation energize others to perform to a higher standard. Having the best people is what really affects our bottom line.

CONTACT: Janice F. Curtis: (804)788-6952 (VOICE)

EMPLOYER: SOUTH DAKOTA SCHOOL FOR THE VISUALLY HANDICAPPED, ABERDEEN, SD

TYPE OF BUSINESS: Educational institution

TOTAL EMPLOYEES: 48 (full-time), 6 (part-time)

SELF-IDENTIFIED EMPLOYEES WITH DISABILITIES: 16% (full-time), 16% (part time)

SELF-IDENTIFIED DISABILITIES: Visual impairments, blind, hearing impairments, neuromuscular impairments.

POSITIONS HELD BY EMPLOYEES WITH DISABILITIES: Secretary, public school liaison, teacher, librarian, cook, residential child care worker, transition specialist.

ACCOMMODATIONS PROVIDED: All printed materials provided in alternate formats (large print, braille, audio tape), adapted computers, optacon, closed circuit television, flexible work schedules.

YEAR FIRST EMPLOYED PEOPLE WITH DISABILITIES: 1961

IMPACT OF HIRING PEOPLE WITH DISABILITIES: Employees are hired for their ability. There is an additional benefit for us. We work with students with disabilities, and it is essential for them and their families to see examples of competent people with disabilities in the work force.

CONTACT: Marje Kaiser or Deb Mitchell: (605)626-258 (VOICE)

October 1995

President's Committee on Employment of People with Disabilities
1331 F Street, NW, Washington, DC 20004

EMPLOYER PROFILES

The following companies are representative of many in the United States who subscribe to the motto: "It makes good business sense to employ people with disabilities." All have agreed to assist other similar businesses who seek guidance or advice on hiring people with disabilities. Contact names and phone numbers are listed in each profile. Profiles are based on information provided by the employer.

EMPLOYEE: CAROLINA FINE SNACKS, GREENSBORO, NC

TYPE OF BUSINESS: Manufacturer of snack foods

TOTAL EMPLOYEES: 14

SELF-IDENTIFIED EMPLOYEES WITH DISABILITIES: 6

SELF-IDENTIFIED DISABILITIES: Learning disabilities, vision impairment, psychiatric disabilities, hard of hearing

POSITIONS HELD BY EMPLOYEES WITH DISABILITIES: Packers, warehouse management assistants

ACCOMMODATIONS PROVIDED: None required

YEAR FIRST EMPLOYED PEOPLE WITH DISABILITIES: 1988

IMPACT OF HIRING PEOPLE WITH DISABILITIES: Employee turnover dropped from 80% every six months to less than 5%; productivity rose from 60-70% to 85-95%; absenteeism dropped from 20% to less than 5%; tardiness dropped from 30% of staff to 0.

CONTACT: Phil Kosak: (910) 852-1900 (VOICE)

EMPLOYEE: STUCK DEVELOPMENT, WEST BRANCH, MI

TYPE OF BUSINESS: Ownership/management of convenience stores and restaurants

TOTAL EMPLOYEES: 56 (full-time), 66 (part-time—seasonal)

SELF-IDENTIFIED EMPLOYEES WITH DISABILITIES: 4% (full-time), 6% (part-time)

SELF-IDENTIFIED DISABILITIES: Developmental disabilities

POSITIONS HELD BY EMPLOYEES WITH DISABILITIES: Dishwashing, customer service, stock, maintenance

ACCOMMODATIONS PROVIDED: Assigning duties that accommodate a person's lifting restrictions, providing internal support system, adjusting work schedules to fit public transportation schedules, telephone device, additional training time, simplified training procedures, color coding, providing pictures to describe tasks, restructuring tasks, supported employment

YEAR FIRST HIRED EMPLOYEES WITH DISABILITIES: 1976

IMPACT OF HIRING PEOPLE WITH DISABILITIES: Many different general maintenance requirements met while also achieving higher levels of quality for a very reasonable cost.

CONTACT: Michael J. Ignat, Jr.: (517) 345-1041, Ext. 58 (VOICE)

EMPLOYEE: KRBONITE, INC., WICHITA, KS

TYPE OF BUSINESS: Designer and manufacturer of photo/graphic processing systems

TOTAL EMPLOYEES: 240

SELF-IDENTIFIED EMPLOYEES WITH DISABILITIES: 15% (approximate)

SELF-IDENTIFIED DISABILITIES: Psychiatric disability, mental retardation, deafness, deafness/blindness, vision impairment

POSITIONS HELD BY EMPLOYEES WITH DISABILITIES: Small parts assembly, electrical assembly, electrical mechanical assembly, supervisory, drafting, clerical, machine operation, maintenance

ACCOMMODATIONS PROVIDED: Sign language classes for hearing employees, jigs and fixtures as requested, shift changes, cordless screwdrivers

YEAR FIRST EMPLOYED PEOPLE WITH DISABILITIES: 1974

IMPACT OF HIRING PEOPLE WITH DISABILITIES: Improved attendance, less turnover which means less training cost and unemployment cost, improvements in company loyalty, productivity, job responsibility and work ethics.

CONTACT: Brent Stull: (316) 263-1111, Ext. 212 (VOICE)

EMPLOYEE: NORDSTROM, INC.

TYPE OF BUSINESS: Retail sales

NUMBER OF EMPLOYEES: 30,000

SELF-IDENTIFIED EMPLOYEES WITH DISABILITIES: No data provided

SELF-IDENTIFIED DISABILITIES: Vision impairment, hard of hearing, mobility impairment

POSITIONS HELD BY EMPLOYEES WITH DISABILITIES: Sales, support, management

ACCOMMODATIONS PROVIDED: Interpreters, TDD/TTY lines, work station modification, flexible work schedule

YEAR FIRST HIRED PEOPLE WITH DISABILITIES: No data provided

IMPACT OF HIRING PEOPLE WITH DISABILITIES: Expanded customer base and increased sales related to employee and customer diversity.

CONTACT: Diana Chesterfield: (206) 628-2565 (VOICE)

EMPLOYER: DEFENSE LOGISTICS AGENCY CAMERON STATION (HEADQUARTERS) ALEXANDRIA, VA

TYPE OF BUSINESS: Federal agency that provides supply support, contract administration, technical and logistical services to military

NUMBER OF EMPLOYEES: 55,742 (permanent), 1,713 (temporary)

SELF-IDENTIFIED EMPLOYEES WITH DISABILITIES: 13.4% (permanent), 7.4% (temporary)

SELF-IDENTIFIED DISABILITIES: Heart, lung and kidney-related disabilities; diabetes; cancer; learning disabilities; deafness; blindness; vision impairment; amputation; partial and complete paralysis; epilepsy; mental retardation; psychiatric disabilities; AIDS; Tourette Syndrome

POSITIONS HELD BY EMPLOYEES WITH DISABILITIES: Contract administrator, secretary, quality assurance specialist, analyst, procurement clerk, mail clerk, EEO specialist, graphics specialist, police dispatcher; computer hardware specialist, computer software specialist, data entry technician, safety and health specialist, manager, security specialist (sampling, not all inclusive).

ACCOMMODATIONS PROVIDED: Dragon Dictate Systems, Braille-n-Speak, personal readers, interpreters, equipment for training facilities, electric carts, modification of vehicles, TDDs/TTYs, flexi-time, alternative work schedules, permanent and temporary reassignments, flexi-place

YEAR FIRST HIRED EMPLOYEES WITH DISABILITIES: Before 1973

IMPACT OF HIRING PEOPLE WITH DISABILITIES: Positive attitudes toward diversified workforce, in which other employees routinely experience employees with disabilities in action as full participants and contributors to excellence in achieving the mission.

CONTACT: Claudine Pannell Goodlett: (703) 274-7192 (VOICE)

EMPLOYER: MARRIOTT INTERNATIONAL, INC.

TYPE OF BUSINESS: Hospitality company that manages and franchises diverse range of lodging products and provides food service and facilities management for clients in business, health care and education

TOTAL EMPLOYEES: 170,000 (approximate)

SELF-IDENTIFIED EMPLOYEES WITH DISABILITIES: 6% (approximate)

SELF-IDENTIFIED DISABILITIES: Mental retardation, psychiatric disability, vision impairment, hard of hearing, mobility impairment, learning disability

POSITIONS HELD BY EMPLOYEES WITH DISABILITIES: Managerial, including vice president, director, manager and supervisor levels; also clerical, service and other, including engineer, telephone operator, accounting clerk, secretary, cook, food server and housekeeper

ACCOMMODATIONS PROVIDED: Changes in physical work space, job restructuring, specialized equipment and adjusted work schedules

YEAR FIRST EMPLOYED PEOPLE WITH DISABILITIES: Unknown, but may have been as early as 66 years ago

IMPACT OF HIRING PEOPLE WITH DISABILITIES: Workforce has productive members who contribute to the company's success. Experience shows job accommodation costs to be modest and often nothing at all, supervision same as for other employees, safety record equals or exceeds peers, and performance records as good as, or better, than others in similar jobs. In era of declining human resources, people with disabilities are an important applicant pool.

CONTACT: Janet Tully: (301) 380-6896 (VOICE), or Edward Sloan: (301) 380-5595 (VOICE)

October 1994

President's Committee on Employment of People with Disabilities
1331 F Street, NW, Washington, DC 20004

SENT BY:

7-16-96 : 3:41PM :

IHA/UCSF-

202376 6219:# 2/ 1

To: Judy Heumann
cc: John Lancaster
From: Mitch LaPlante
Re: SIPP employment numbers for people with disability

I had a productive chat with John Lancaster who gave me an additional two tables of information that essentially put my earlier concerns to rest. The first shows the breakdowns by disability type. It appears that the increase in the employment rate for the "severe" group has occurred for subgroups such as those who need assistance in IADL or ADL. The second shows that there has been greater relative growth among people with severe disabilities (which matches what we know from Social Security disability data), but that there has not been any significantly disparate growth in any one disability type to skew the numbers artificially, at least for the groups represented in the table. I will ask Jack McNeil about the MR group, since that isn't included and could have some impact on the numbers.

I confess that I made a mistake in concluding that the employment rate went down for those with nonsevere disabilities (I had to derive that from the limited information I had at the time): it has in fact gone up slightly (+0.9 points), but still not as much as for those with severe disabilities (+2.8 points), nor as much as the population without a disability (+1.6 points). So that it is no longer troubling to me.

Therefore, I conclude the trend is real enough. Let's hope it continues!

We also had a discussion about the President's Committee discussions with BLS and Census, and we agreed to work more closely on that issue. We both feel that while the SIPP data is a welcome contribution to the employment statistics of people with disabilities, there remains a need to integrate disability into the monthly data reports on employment based on the CPS.

Table 1. Employment Rate Among Persons 21 to 64 Years Old by Disability Status:
1991, 1993, and 1994: Data from the Survey of Income and Program Participation

Disability Status	1991 (Sept. - Dec.)		1993 (Sept. - Dec.)		1994 (Sept. - Dec.)		Difference in Employment Rate: 1991 to 1994
	Number (000's)	Percent employed	Number (000's)	Percent employed	Number (000's)	Percent employed	
Persons 21 to 64 years old	144,075	75.1	148,244	75.1	149,369	76.2	1.1*
With no disability	116,641	80.5	119,414	80.6	119,960	82.1	1.6*
With a disability	27,434	52.0	28,830	52.4	29,409	52.3	0.3*
Severe	12,494	23.3	13,819	25.0	14,219	26.1	2.8*
Not severe	14,940	76.0	15,011	77.7	15,190	76.9	0.9*
With a functional limitation	18,012	48.6	19,400	49.7	17,797	48.6	0.0
Severe	6,352	27.6	7,232	29.7	6,841	32.2	4.6*
With difficulty							
Seeing words and letters	4,567	45.5	5,155	45.5	4,002	43.7	-1.8
Hearing normal conversation	5,222	63.7	5,650	65.4	4,489	64.4	0.7
Lifting and carrying	7,548	32.1	8,149	34.5	8,026	34.8	2.7
Climbing stairs	7,803	30.1	8,584	31.6	8,517	33.9	3.8*
Walking 1 city blocks	7,672	31.5	8,600	31.9	8,697	31.5	2.0
With an ADL** limitation	3,313	25.3	3,820	26.8	3,640	27.2	1.9
With an IADL*** limitation	4,811	22.9	5,375	25.4	5,434	27.1	4.2*
Needs personal assistance with an ADL or IADL	3,704	21.2	4,021	23.1	4,065	24.6	3.4
Uses a wheelchair	495	18.4	582	20.9	685	22.0	3.6
Does not use a wheelchair but uses a cane, crutches, or a walker	1,484	25.2	1,841	29.2	1,609	27.5	2.3

*Difference is significant at the 90-percent level of confidence.

**ADL's are activities of daily living and include getting around inside the home, getting in or out of a bed or chair, taking a bath or shower, dressing, eating, and using the toilet.

***IADL's are instrumental activities of daily living and include going outside the home, keeping track of money and bills, preparing meals, doing light housework, and using the telephone.

U.S. Bureau of the Census

Contact: Jack McNeil, 301-763-8300

Table 2. Percent Distribution of Employed Persons by Disability Status: 1991, 1993, and 1994: Data from the Survey of Income and Program Participation

Disability Status	1991 (Sept. - Dec.)	1993 (Sept. - Dec.)	1994 (Sept. - Dec.)	Difference: 1991 to 1994
All employed persons (000's) Total	119,432 100.0	122,614 100.0	125,591 100.0	
With no disability	86.6	86.2	86.2	-0.4
With a disability	13.4	13.8	13.8	0.4
Severe	2.8	3.2	3.4	0.6*
Not Severe	10.6	10.6	10.4	-0.2
With a functional limitation	8.4	8.9	7.9	-0.5*
Severe	1.7	2.0	2.1	0.4*
With difficulty				
Seeing words and letters	2.0	2.2	1.6	-0.4*
Hearing normal conversation	3.2	3.5	2.7	-0.5*
Lifting and carrying	2.3	2.6	2.5	0.2
Climbing stairs	2.3	2.6	2.6	0.3*
Walking 3 city blocks	2.4	2.6	2.7	0.3*
With an ADL** limitation	0.8	1.0	0.9	0.1
With an IADL*** limitation	1.1	1.3	1.4	0.3*
Needs personal assistance with an ADL or IADL	0.7	0.9	0.9	0.2*
Uses a wheelchair	0.1	0.1	0.1	0.0
Does not use a wheelchair, but uses a cane, crutches, or a walker	0.4	0.5	0.4	0.0

*Difference is significant at the 90-percent level of confidence.

**ADL's are activities of daily living and include getting around inside the home, getting in or out of a bed or chair, taking a bath or shower, dressing, eating, and using the toilet.

***IADL's are instrumental activities of daily living and include going outside the home, keeping track of money and bills, preparing meals, doing light housework, and using the telephone.

U.S. Bureau of the Census

Contact: Jack McNeil, 301-763-8300

LIST OF POTENTIAL EMPLOYERS TO BE INVITED FOR A WHITE HOUSE MEETING ON JULY 26, 1995

LARGE EMPLOYER

* General Motors (Detroit, Michigan)-GM is known for a variety of ADA-related activities, including a mobility program which markets cars and vans to people with mobility-impairments, GM's President's Committee which advises the CEO on disability-related issues, membership on the President's Committee's Employer Subcommittee for over 15 years; active membership on the Michigan Governor's Committee, BLN, and other local efforts.

Contact: Mr. W. Kenneth Tregenza, Jr.

Administrator

Employment Relations

General Motors Corp.

Room 526

3044 West Grand B'lv'd.

Detroit, Michigan 48202

(313) 556-3076 (Phone)

(313) 974-4392 (FAX)

Mr. Jack Smith, CEO

Same address as above-14th Floor

(313) 556-5000

592
* Marriott International (Washington, D.C.)-Marriott has been a long-term supporter of the ADA and the President's Committee. It has an excellent training package for staff, vis-a-vis serving customers with disabilities and working with people with disabilities. In addition, the Maraud has developed many recruitment partnerships to assist with the hiring of employees of people with disabilities. Lastly, the Marriott also funds the Bridges Foundation.

Contact: Ms. Janet Tully, Director

Community Employment & Training Program

The Marriott International

One Marriott Drive-Dept. 935.47

Washington, D.C. 20058

(301) 380-6896 (Phone)

(301) 380-2111 (FAX)

Mr. J.W. Marriott, CEO

Same address as above (No Dept. #)

(301) 380-7511

4
* AT&T- (Morristown, New Jersey)-AT&T has also been a long-term supporter of the ADA and the President's Committee. AT&T has a active disability advisory consumer board which evaluates

-2-

products, vis-a-vis disability. AT&T runs the Special Needs Advisory Center, for information about its equipment and modifications for people with disabilities. In addition, to membership on the Employer Subcommittee, AT&T's CEO (Bob Allen) is Chairman of the Business Roundtable.

Contact: Ms. Elizabeth Dixon, Manager
Equal Opportunity/Affirmative Action
Disability & Veterans Program
AT&T Corporate Headquarters
100 Southgate Parkway
Room 3C19
Morristown, NJ 07960
(201) 898-8078 (Phone)
(201) 455-7085 (FAX)

Mr. Robert Allen, CEO and Chairman
AT&T Corp.
295 North Maple Avenue
Room 4449J1
Basking Ridge, NJ 07920
(212) 644-1000 (Phone)
(908) 221-1211 (FAX)

* McDonald's Corporation (Oak Brook, Illinois)-McDonald's has been a long-term supporter of the ADA and a member of the President's Committee's Employer Subcommittee. It has done much work internationally spreading the ADA, pioneered the use of sensitive advertisements, vis-a-vis disability, and has some developed some excellent model policies for hiring people with disabilities and for serving customers with disabilities.

Contact: Mr. Barry Mehrman
National Employment Consultant
Employment Development
McDonald's Corp.
Kroc Drive
Oak Brook, IL 60521
(708) 575-7352 (Phone)
(708) 575-3392 (FAX)

Mr. Edward Rensi, President & CEO
McDonald's Corp.
Campus Office Building
Kroc Drive
Oak Brook, IL 60521
(708) 575-3259 (Phone)

* Nordstrom, Inc. (Seattle, Washington)-Nordstrom's has been very supportive of the President's Committee (serving on both our Executive Board and Communications Subcommittee) and the ADA. It also has a great training program for staff, vis-a-vis serving customers with disabilities. Lastly, Nordstrom's catalogues portray people with disabilities, and it tries to hire people

-3-

with disabilities in a variety of jobs.

Contact: Mr. Charles L. Dudley
Vice President of Human Resources
Nordstrom, Inc.
Nordstrom Executive Offices
1501 Fifth Avenue 1321
Seattle, WA 98101
(206) 628-2560 (Phone)
(206) 628-1124 (FAX)

Mr. Ray Johnson and Mr. John Whitacre, CEOs
Same address as above
(206) 628-1170 (Phone number for Mr. Johnson)
(206) 628-1180 (Phone number for Mr. Whitacre)

SMALL EMPLOYERS

PC * Carolina Fine Snacks (Greensboro, North Carolina)-Carolina Fine Snacks is located in North Carolina and produces snack foods. It has 18 employees- 9 of whom are disabled. This company started hiring people with disabilities prior to the ADA. Phil Kosak, Vice President, has been a great supporter of the ADA and the President's Committee on Employment of People with Disabilities.

Contact: Mr. Philip H. Kosak
Vice President
Carolina Fine Snacks
3718 Alliance Drive
Greensboro, North Carolina 27407
(910) 852-1900 (Phone)
(910) 852-1901 (FAX)

PC * Crown Computer Supplies (Richardson, Texas)-Crown provides computer supplies. It has 50 employees-6 of whom are disabled. Crown is an active member of the Texas BLN and has worked closely for many years with the Texas Governor's Committee. This is a small and woman-owned business.

Contact: Ms. Lorraine Ballard
Owner & President
Crown Computer Supplies
885 E. Collins Boulevard
Richardson, TX 75081
(214) 994-7000 (Phone)
(214) 994-7020 (FAX)

* North Salem State Bank (North Salem, Indiana)-This bank is located in North Salem, Indiana and has 22 employees. The bank President, Mr. John Colvin, has made sure that his bank hires people with disabilities. This Bank is also an active member of the Indiana BLN, and works with the local chambers and rotary

-4-

clubs to encourage them to hire people with disabilities.

Contact: Mr. John Colvin, President
North Salem State Bank
7 North Broadway
Box 97
North Salem, IN 46165
(317) 676-5100 (Phone)
(317) 676-6042 (FAX)

"MEDIUM" SIZE (550+ EMPLOYEES) BUSINESSES

PC
* Herman Miller, Inc. (Zeeland, Michigan)-Herman Miller has been a long-term supporter of the ADA and the President's Committee on Employment. This company has been active on our Employer Subcommittee, in the Michigan BAN, and with the Michigan Governor's Committee. It has been a leader in the field of ergonomics, including disability issues at the worksite. Herman Miller employs approximately 2,500 employees.

Contact: Ms. Cheryl Edwards
Diversity Program Manager
Herman Miller, Inc.
1001 Adams Street
M/S 0451
Holland, MI 49424
(616) 654-8653 (Phone)
(616) 654-8390 (FAX)

Mr. Mike Volkema, President & CEO
Herman Miller, Inc.
8500 East Main Street
Zeeland, Michigan 49464-0302
(616) 654-6873 (Phone)

* Vail Associates (Vail, Colorado)-Vail Associates has 2,000 employees. This company has been real active in the Colorado BLN, and is a big supporter of the ADA. It is a ski resort, and has been involved in several marketing campaigns concerning making its resort and skiing accessible to people with disabilities.

Contact: Mr. Chris Ryman
Senior Vice President
Vail Associates
P.O. Box 7
Vail, CO 81658
(303) 479-3020 (Phone)
(303) 479-2053 (FAX)

Mr. Andy Daly, President
Same address as above
(970) 845-2510 (Phone)

-5-

BUSINESSES OWNED BY PEOPLE WITH DISABILITIES

PC

* Delcambre's Ragin Cajun (Seattle, Washington)-Ragin Cajun is a small restaurant. It has 2 full-time employees, 6 part-time employees, and 2 high school interns. This business is owned by a person with a disability, and he hires people with disabilities for a variety of jobs.

Contact: Mr. Danny Delcambre or Ms. Holly Delcambre, Owners
Delcambre's Ragin Cajun
1523 First Avenue
Seattle, WA 98101
(206) 624-2598

De 4-2-95

Shaw

* Disabled Businessperson Association (DBA) (San Diego, California)-This company is a profit-making small business owned by a Hispanic veteran with a disability, Urban Miyares. It does consulting on how to start and run a small business. He does consulting work internationally and nationally. At our recommendation, the President recently appointed him to be a delegate to the White House Conference on Small Business.

Contact: Mr. Urban Miyares, President
Disabledpersons Association
Suite 207
9625 Black Mountain Road
San Diego, CA 92126-4564
(619) 586-1199, (619) 578-3558 (phone)
(619) 578-0637 (FAX)

please use phone

*blind diabetic
highly respected in San Diego bus center*

* Capital Securities Management (Salisbury, MD)--Paul Rendine owns several small businesses. This security firm is located in Maryland, and is a small business (about 48 employees). Paul writes a column in Horizons. He is disabled and the Chairman of the Maryland's Governor's Committee on Employment of People with Disabilities.

Contact: Mr. Paul Rendine, Partner
Capital Securities Management
935 Mt. Herman Road
Salisbury, MD 21801
(410) 860-1137

WC

* John Nucci (Leonardtown, MD)-He is a chef who is paraplegic. After working for the Grand Hyatt Washington Hotel he recently opened up his own restaurant three years ago.

Contact: Mr. John Nucci, Owner
The Willows Restaurant
Leonardtown, MD 20650
(301) 475-6553/6554 (Phone-Business)
(301) 475-9522 (Phone-Home)

-6-

*MD
Contract*

* MacFadden & Associates (Silver Spring, Maryland)-This company owned by a person with a disability. The company has about 28 employees, and hires people with disabilities. This company provides computer support and consulting services. The company has been involved in promoting entrepreneurship for people with disabilities.

Contact: Mr. James MacFadden, President
MacFadden & Associates
1320 Fenwick Lane
Suite 304
Silver Spring, MD 20910
(301) 588-5900

Deal

Prepared by Randee Chafkin on July 12, 1995, and revised on July 14, 1995, 2:00 p.m. (202) 376-6200 x 48.

THE WHITE HOUSE
WASHINGTON

July 17, 1996

MEMORANDUM FOR: Jack Lew

FROM:

Carol H. Rasco *CHR*

SUBJECT:

Expanding the Defense Department's CAP Program

Attached are some materials about a program at the Defense Department called "CAP". CAP buys equipment for Defense employees with disabilities that allows them to keep working after they suffer a disability or join the workforce in the first place. By using a central \$2 million fund for such purchases, individual agencies are not penalized for hiring a person with a disability. CAP also has a showroom to help employees and employers choose appropriate adaptive devices. It has provided over 9,000 accommodations since its inception in 1990.

This is a good example of how employers and employees are taking advantage of new (and increasingly cheap) technology, such as computers for the blind that talk and listen, and alternative computer keyboards for people with dexterity problems, that allow people with disabilities to work.

I am interested in expanding the CAP program to cover all Federal employees, not just those at Defense. Tony Coelho, chair of the President's Committee on Employment of People with Disabilities, has been pushing this idea, potentially as part of the celebration of the sixth anniversary of the ADA that is planned for next week.

The attached presentation from the Defense Department says it would cost \$8 million a year to expand CAP, but this seems quite overstated to me since CAP now serves the entire Defense Department for \$2 million a year. While it can be argued that such a fund is unnecessary since agencies are obligated under law (Section 504) to provide such accommodations today, the fact is that many do not, and a centralized fund has many advantages.

I would appreciate the opportunity to discuss this matter with you.

cc: Ken Apfel

✓ Bill White

Diana Fortuna

Nation

Dole, disabled at odds over regulatory bill

By Michael Kranish
GLOBE STAFF

WASHINGTON — Bob Dole has had few bigger fans than John D. Kemp, who heads the United Cerebral Palsy Association. Kemp, born without arms or legs, calls Dole a hero for authoring a landmark 1990 law that bars discrimination against 49 million Americans with disabilities.

But now, Kemp and a coalition of advocates for the disabled are battling with the Senate majority leader. The coalition asserts that Dole, at the behest of business interests, is sponsoring a "regulatory reform" bill that could devastate the Americans with Disabilities Act as well as an array of health, safety and environmental laws. The bill could come to the floor for a vote as early as this week.

■ Dole says Clinton 'late' on budget.
Page 4.

"We are not going to accept going backwards," said Kemp, who said he wonders whether Dole, who has had a disability since his wounding in World War II, realizes the legislation might undermine the act, which requires businesses and government to make workplaces accessible.

The regulatory reform bill is the top priority of business alliances whose support Dole, a Kansas Republican, needs for his presidential campaign. The business groups enthusiastically back Dole's bill because it potentially allows a company to require a federal agency to justify any regulation, including a detailed cost-benefit analysis.

Business lobbyists said this would eliminate countless unnecessary and burdensome regulations, but critics said Dole's measure goes too far. President Clinton has said the



SEN. BOB DOLE
"Reform will benefit all Americans"

Dole bill, which is similar to a measure passed by the House in March, is extreme and may be vetoed.

Dole declined to be interviewed. But in a statement to the Globe, Dole said that he has "looked closely" and doesn't believe the disabilities act would be undermined. "I'm a strong supporter of ADA, and disability is an issue I care a great deal about... regulatory reform will benefit all Americans, including those with disabilities."

On Saturday, before the US Conference of Mayors, Dole repeated his intention to review federal mandates, which he said take up as much as a third of many city budgets. He

Christa McAuliffe teacher fellowships facing cut under US House budget

CONCORD, N.H. — The Christa McAuliffe Fellowship program honoring the late Concord teacher would be eliminated under the budget adopted by the US House of Representatives.

A spokesman for Sen. Judd Gregg, Republican of New Hampshire, said Gregg is proud of the fact that McAuliffe came from New Hampshire, but that cost-cutting requires that every item be looked at.

The program has dispersed about \$2 million a year to teachers nationwide. In the past decade, there have been about 600 McAuliffe fellows. The federal government gives the states money to allocate to qualified teachers.

The federal budget is still being developed and even if the resolution passes as is, specific programs such as the McAuliffe fellowships can only be eliminated by specific vote, the spokesman, Kristin Hyde, said.

Robert Kennedy, state director of the division for educational improvement,

said even if the federal program is abolished there will be a federal Christa McAuliffe fellowship in New Hampshire next year.

"We already have the money" for the 1986 award, Kennedy said. "Of course, if the budget passes as is, that may be the last."

Hyde said the McAuliffe program grants money to teachers nationwide, so New Hampshire should not feel singled out.

Kennedy said the state education department administers two Christa McAuliffe fellowships, the federally funded one and a state-funded program.

"If we lost the federal program we would still have the state program, but what we would lose is the opportunity for a teacher to take a sabbatical for a year and work on a specific educational improvement project," he said.

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worked with Dole's office on the disabilities act. Ogle said she has tried to air her concerns about the act to Dole's staff but is dissatisfied with the response and has requested to meet with the senator.

"It really baffles me, if he is aware of this, because it is such a contradiction," Ogle said. "It is a lot different now that he is running for president. I think he is getting some very, very bad advice."

It poses a dilemma for Dole as he runs for president: He is trying to balance his past support of major regulatory measures such as the disabilities act and the Clean Air Act with his current drive to win support from skeptical business groups that are against government regulation.

"Bob Dole has been a major regulator," said Edward Hudgins, director of regulatory policy at the libertarian Cato Institute. "If it were not for George Bush and his congressional ally, Dole, these regulations probably would not have been passed."

Dole has gone to lengths in recent weeks to reverse that image.

Dole recently told the National Association of Manufacturers that he is outraged about a recent study that found that regulations cost the average family \$6,000 a year. But Dole did not mention that he supported much of the legislation behind the regulations.

The study, by Professor Thomas D. Hopkins of Rochester Institute of Technology, cites five recent major pieces of legislation that have led to a dramatic escalation in the cost of regulation. Dole supported four of the five bills. These include the disabilities act, the Clean Air Act of 1990, the Oil Pollution Act of 1990 and the Civil Rights Act of 1991. The only one of the five Dole did not support was the 1989 increase in the minimum wage.

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Advocates for disabled people admit that the regulatory bill does not target specific legislation like the disabilities act, and that may explain why Dole doesn't think it would be affected. But a coalition of groups said the measure is so broad and allows for so many challenges that disability laws would be af-

fected.

The coalition includes such nonpartisan groups as the United Cerebral Palsy Association, the Paralyzed Veterans of America and the Spina Bifida Association.

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Rocky Mountain g stakes

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EXCERPT FROM SENATOR DOLE'S ADDRESS
63RD ANNUAL CONFERENCE OF MAYORS, MIAMI, FLORIDA
SATURDAY, JUNE 17, 1995

We have only taken care of mandates that are going to happen in the future prospectively. We need to go back and take a look at mandates that are imposed on you right now, and still being imposed on you right now, from legislation passed before we passed unfunded mandates. And some of them may be good. Don't misunderstand me. I happen to believe the government does a lot of good things. Some may be helpful, there may be a great benefit to your consumers and people who live in the cities and the urban areas because of some of the federal mandates. But why don't we review the mandates.

I was talking this morning about the American Disabilities Act, an act that I helped pass through the Congress. And maybe we've gone too far in some areas. And I have asked the mayors to give me a list of areas that they believe we have made some ridiculous demands on cities without any real benefit for those who may be disabled. That was not the intent of the law. And I think if that's going to be changed we ought to go back and take a look at it. [Applause]

So we are going to take a look at existing requirements and consider revision or repeal. In addition to the ADA, which happened to be brought up, there is also the Clean Water Act and the Safe Drinking Water Act. Who could be opposed to clean water or safe water. Nobody that I know of. In fact, there has been some stuff in the news about it just in the last couple of days. But there are burdensome programs passed by Congress.

Boston Globe, June 18, 1995
Page 7

Dole promise mayors a review of mandates

ASSOCIATED PRESS

MIAMI - Republican presidential candidate Bob Dole promise big-city mayors yesterday that they can expect greater freedom from federal rules if he is elected.

Dole, Senate majority leader, told the US Conference of Mayors that he wants to review a variety of federal mandates that take up as much as a third of many city budgets. Among those he mentioned were the Clean Water Act, the Safe Drinking Water Act and the Americans with Disabilities Act.

Dole, a Kansan, and a supporter of the disabilities law, said "maybe we've gone too far in some areas" in implementing it. He said he'd like to retool it, "not to devastate the program but to make it work better."

CNN Headline News, June 18, 1995 (1:10 am and 2:10 am)

Republican presidential hopeful Bob Dole is promising the nation's mayors greater freedom from the federal rules if he is elected. At the US Conference of Mayors on Saturday, the Senate majority leader said he wants to review certain federal mandates that take up as much as a third of many city budgets. In particular, he singled out the Clean Water Act and the Americans with Disabilities Act.

Nation

Dole, disabled at odds over regulatory bill

By Michael Krashinsky
GLOBE STAFF

WASHINGTON - Bob Dole has had few bigger fans than John D. Kemp, who heads the United Cerebral Palsy Association. Kemp, born without arms or legs, calls Dole a hero for authoring a landmark 1990 law that bans discrimination against 48 million Americans with disabilities.

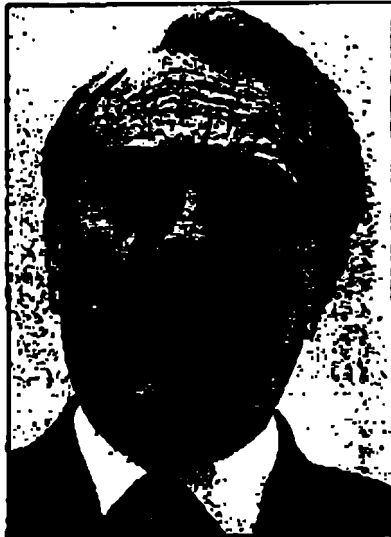
But now, Kemp and a coalition of advocates for the disabled are battling with the Senate majority leader. The coalition asserts that Dole, at the behest of business interests, is sponsoring a "regulatory reform" bill that could devastate the Americans with Disabilities Act as well as an array of health, safety and environmental laws. The bill could come to the floor for a vote as early as this week.

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Page 4.

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Rocky Mountain air fighting stakes

Illness rate running up

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Radio Address- ADA

Brain Injury Service

Kennerly- Kass

- CWS - com -

- 24th

Dialogue between Newt Gingrich and George Will
"This Week with David Brinkley", November 13, 1994

G.W. *"One of the largest expansions of the government's regulatory and intrusive activities in recent years was the Americans with Disabilities Act (ADA). Will the Republican majorities prune that legislation?"*

N.G. *"I want to draw a distinction between more or less in transformation, George. I believe that local communities should have the opportunity to apply local common sense without a Washington bureaucracy. You want to maximize every American's right to participate fully, you want to maximize those with challenges and disabilities. I don't think that ought to be done by a Washington bureaucracy drawing Washington lines to then be enforced across the board everywhere in America."*

G.W. *"That sounds like repeal of the ADA?"*

N.G. *"No, I think you set a goal for the whole country and you ask yourself...(pause)..I trust the American people, I believe that if you said to the American people one of our societal goals is to maximize participation for everybody. Now, can you and your local community do that less expensively, faster and with more common sense than Washington? I think the answer is yes."*

* At this time George Will asks a question concerning cuts in farm subsidies to which Gingrich gives a brief answer. Then...

G.W. *"I may be wrong, but I think I'm hearing that agricultural subsidies are only going to be looked at and that the ADA is pretty safe. Let me give you some cultural..."*

N.G. (Interrupting) *"I thought you said the way I described it, the ADA will be changed substantially."*

30 A The Dallas Morning News Wednesday, April 19, 1995 H

Disabilities act needs revisions, Arme y says

He says law being abused; others skeptical

By Anna Macías
and Catalina Camia

Staff Writers of The Dallas Morning News

House Majority Leader Dick Arme y told about 700 constituents Tuesday night that he hopes to rewrite the American With Disabilities Act to prevent "gold diggers" from using the law to file frivolous lawsuits.

He shared the stage at North Lake College in Irving with about 45 skeptics — wheelchair-using, blind and deaf constituents — who came to defend the law that they called their "Emancipation Proclamation."

They sat on the stage because the auditorium is under construction to meet the law's standards and could not accommodate their wheelchairs.

"The ADA in its current state is a disaster," Mr. Arme y said. "I will work to make the language in it tight ... make it focused more on people with genuine disabilities."

In an effort to show that the disabilities act is being misused, Mr. Arme y cited the case of a woman with body odor who filed a lawsuit claiming to be disabled.

But Ralph Rouse, former chairman of Gov. Ann Richards' Committee on People with Disabilities, said that most people benefiting from the law truly need it.

"I do not believe there are the kinds of abuses that he alluded to," Mr. Rouse said. "By and large, this law is helping people who need to become independent and productive."

Mr. Arme y promised to study issues affecting the disabled. Several speakers representing the disabled offered to help draft any new legislation.

Throughout the day, Mr. Arme y also continued to talk up his plan for simplified taxation, acting more

like a protective father than a legislator with a hot idea.

The Irving Republican, in a speech Tuesday at the Federal Reserve Bank of Dallas, said he is in no hurry for House committees to consider his proposal to replace the nation's complex tax system with a 17 percent flat rate and a postcard-sized form.

Calling Washington a hostile environment for good ideas, Mr. Arme y told area business leaders that he wants the political momentum to build for his proposal over the next year. That way, he said, public opinion will be on his side when Congress considers a tax reform bill.

"I wouldn't take a beautiful young baby and put it in the arms of barbarians," said Mr. Arme y, expressing concern that the simplicity of his plan would be gone after lawmakers and Washington lobbyists pick it apart during the normal congressional process.

House Ways and Means Committee Chairman Bill Archer, R-Houston, plans to begin comprehensive hearings on overhauling the tax system in June and to offer his own reform plan in early 1996.

Mr. Archer and his Senate counterpart, Budget Committee Chairman Pete Domenici, R-N.M., are leaning toward a consumption-based tax that taxes individuals on what they spend but allows generous deductions to spur savings.

Mr. Arme y called this type of plan a hidden tax that burdens retailers. He said that his game plan is intact and that his plan will prevail.

"As long as people are talking, the baby will get stronger," he said.

Under his plan, individuals and companies would pay 17 percent instead of today's varying rates. Individuals would pay taxes on wages and pensions and receive no deductions except for a hefty personal allowance.

Date: 07/26/95 Time: 20:48

Supermarket Agreement Marks Anniversary Of Disability Act

(Washington) -- The Safeway supermarket chain has agreed to clear away barriers that block the disabled from some of its stores.

The agreement comes on the fifth anniversary of the Americans with Disabilities Act.

At issue were metal poles installed to prevent customers from taking shopping carts into parking lots. Advocates for the disabled claim the poles deny access to people who use wheelchairs. And they call the agreement a milestone.

To mark the anniversary of the act, President Clinton met with a group of disabled people, including Miss America, Heather Whitestone, who is deaf. He promised to veto any legislation that would change the A-D-A.

Senate Majority Leader Bob Dole says he wants to review federal mandates such as the disability law. Dole says he supports the law but believes the government may have gone too far in implementing it.

(SOUND: 1:32 ped)

APNP-07-26-95 2054EDT



DEPARTMENT OF THE TREASURY
WASHINGTON, D.C.

July 26, 1996

SECRETARY OF THE TREASURY

MEMORANDUM TO TREASURY EMPLOYEES

FROM: Robert E. Rubin *R. E. R.*

SUBJECT: Sixth Anniversary of American Disabilities Act (ADA)

July 26, 1996 marks the sixth anniversary of the passage of the ADA, which extended civil rights protection to people with disabilities. As a nation, we value the contributions individuals can make when free from practices that hamper the realization of their full potential. The ADA reflects a recognition that the surest path to America's continued vitality, strength, and competitiveness is through the full realization of the potential of all its citizens, including the disabled.

The Department of Treasury is committed to upholding the rights of Americans with disabilities. I encourage all employees to join me in recognizing this important event.



U.S. Department of Justice

Civil Rights Division

Office of the Assistant Attorney General

Washington, D.C. 20530

TELEFACSIMILE COVER SHEET

DATE:

7/2

TO:

Bill White
of Pub. Library

PHONE:

FAX:

456 6218

FROM:

LIZ SAVAGE

OFFICE OF THE ASSISTANT ATTORNEY GENERAL
CIVIL RIGHTS DIVISION

FAX NUMBER: 202-514-0293

PHONE: 202-514-4279

COMMENTS:

FYI

NUMBER OF PAGES TRANSMITTED (INCLUDING THIS SHEET)

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COURIER JOURNAL

DATE: 7/26/96
PAGE: B3

Reno hails disabilities law in visit to Louisville

Act was signed 6 years ago today

By KIM WESSEL
The Courier-Journal

There are three things U.S. Attorney General Janet Reno does to try to make every place in the country accessible to everyone, including all 49 million Americans who are disabled.

First, Reno said last night, she tries to educate people.

If that doesn't work, then she persuades people.

"Some people are lazy and unimaginative, and they need a little prodding," she said.

And if that still doesn't work, she litigates.

"And we litigate as vigorously as possible. We will not hesitate to use every available means under the law."

Reno was in Louisville to celebrate the Americans with Disabilities Act, signed into law six years ago today.

She talked about what has already been done and what has yet to be done to make the country completely accessible. She said it's not just up to the U.S. Department of Justice but to every one of the more than 300 people who went to the Kentucky Fair & Exposition Center last night to hear her speak, and to all those who didn't.

She told them it takes the government to get 450 movie theaters around the country to widen their doors. But it takes a 17-year-old boy in Alabama to get a local drugstore to do the same thing.

When it was signed on July 26, 1990, the act was hailed as a landmark in civil-rights law. The sweeping legislation gave people with disabilities the right to have a job, to get into city hall, to carry on in daily life.

While proud to say that a lot has been done, Reno was quick to say it's not enough.

"With each anniversary, we take a moment to see all that has happened in the last year, in the last six years, and that gives us hope for what can happen in the next year, in the next six," she said.

Reno cited a recent survey of people with disabilities. In it, she said, 50



Janet Reno
"We litigate as vigorously as possible"

thinks she may need a wheelchair.

"We may be disabled but we can still buy books," she said. "I think things are much better, yes. I remember all too well what it was like before. But things aren't perfect."

Cass Irvin, who uses a wheelchair, said, "Too often, accommodation is deemed a privilege, an act of charity. The ADA is not an act of charity. It is not a social welfare program. It is not affirmative action. It's about civil rights. It's about integrating 49 million Americans into schools, into jobs, into daily living."

and said they've seen it since the act became law.

"But then it's the other 50 percent," she said. "We have a long way to go, and I'm not going to stop until we get there."

Zippa Hibner, 48, isn't going to stop until she can get into the bookstore.

"There are a lot of beautiful places that are surrounded by curbs," she said. Hibner was diagnosed with multiple sclerosis in 1984 and uses a walker to get around. But soon, she