

FOIA MARKER

**This is not a textual record. This is used as an
administrative marker by the William J. Clinton
Presidential Library Staff.**

Collection/Record Group: Clinton Presidential Records

Subgroup/Office of Origin: Domestic Policy Council

Series/Staff Member: Karin Kullman

Subseries:

OA/ID Number: 21985

FolderID:

Folder Title:

PCEPD [President's Committee on Employment of People with Disabilities] Disability Awards
Ceremony, East Room, Friday, June 4, 1999

Stack:

S

Row:

98

Section:

3

Shelf:

9

Position:

2

Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
--------------------------	---------------	------	-------------

001. email	Jonathan Young to Karin Kullman; RE: Personally Identifiable Information [partial] (1 page)	06/01/1999	b(6)
------------	---	------------	------

COLLECTION:

Clinton Presidential Records
Domestic Policy Council
Karin Kullman
OA/Box Number: 21985

FOLDER TITLE:

PCEPD [President's Committee on Employment of People with Disabilities] Disability
Awards Ceremony, East Room, Friday, June 4, 1999

2007-0143-F
db4514

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

June 3, 1999

**PRESIDENT'S COMMITTEE ON EMPLOYMENT OF PEOPLE WITH DISABILITIES
PRESIDENT'S AWARD CEREMONY**

DATE:	June 4, 1999
LOCATION:	East Room
BRIEFING TIME:	2:00pm – 2:30pm
EVENT TIME:	2:40pm – 3:15pm
FROM:	Mary Beth Cahill, Bruce Reed

I. PURPOSE

To present the President's Committee on Employment of People with Disabilities (PCEPD) President's Award; to call on Congress to pass the Jeffords-Kennedy legislation by the July anniversary of the American with Disabilities Act; and to announce an executive order to ensure that the same federal hiring standards apply to people with psychiatric disabilities as to people with other disabilities.

II. BACKGROUND

Established in 1947 by President Harry Truman, the President's Committee on Employment of People with Disabilities is a small federal agency that reports to the President on progress and problems related to disability employment issues. Under the leadership of Chairman Tony Coelho, some 300 members promote public and private efforts to enhance the employment of individuals with disabilities. The Committee provides information, training, and technical assistance to America's business leaders, organized labor, rehabilitation and service providers, advocacy organizations, families, and individuals with disabilities. Among the Committee's services are the Job Accommodation Network, the Business Leadership Network, High School/High Tech, Project EMPLOY and the Workforce Recruitment Program for College Students with Disabilities, which during the past year placed 300 people with disabilities in private and public sector jobs.

The President's Award is America's highest honor for achievement in furthering the employment and empowerment of people with disabilities. An annual recipient is selected from a national slate of nominees. Honorees have demonstrated outstanding achievements in the world of work and made significant contributions to increase public awareness about Americans with disabilities in the workforce. Since 1947, the award has been presented only six times at the White House, three of those times by you.

Today you will present awards to the following honorees:

Joyce Bender is the president of Bender Consulting Services (BCS), which actively recruits and hires people with disabilities who have expertise in information technologies. BCS contracts these employees as consultants to client companies throughout the Pittsburgh, Pennsylvania and Wilmington, Delaware areas. In 1985, Ms. Bender sustained a life-threatening epileptic attack that caused an intracranial hemorrhage requiring brain surgery. She returned to work with a seizure disorder, a 40 percent hearing loss in one ear and a renewed respect for the attitudinal obstacles faced by individuals with disabilities. Employment of people with disabilities has become her life's work.

James H. Click, Jr. founded the non-profit LINKAGES program in Tucson, Arizona, as a one-stop shop for employers who want to hire people with disabilities. A LINKAGES liaison works with local rehabilitation agencies to identify qualified candidates for every position. Since 1998, some 80 employers have hired more than 170 people with disabilities through the program. As president of the Jim Click Automotive Team, Mr. Click is also a LINKAGES employer. Approximately 35 individuals with disabilities are working in his car dealership franchises throughout Arizona and California. His dream is to take LINKAGES throughout the country.

Laura Hershey is a grass roots leader who has tirelessly advocated for reform in the Social Security system, housing, transportation and other areas affecting the livelihood of Americans with disabilities. She is best known for mobilizing the PASS Participants Rights Campaign to fight for the rights of adults with severe disabilities to pursue employment and maintain their eligibility for Medicaid coverage. Ms. Hershey has served as interim executive director of the Denver Disability Center for Independent Living and is a former director of the Denver Commission for People with Disabilities. She consults and writes frequently on disability issues.

Today you will also:

Announce the Signing of an Executive Order Expanding Hiring Opportunities for People with Psychiatric Disabilities. In January, Tipper Gore announced that the Office of Personnel Management (OPM) would explore measures to eliminate the stricter standards that are currently applied for people with psychiatric disabilities. Today, you will sign an executive order that:

- Ensures that individuals with psychiatric disabilities are given the same hiring opportunities as persons with severe physical disabilities or mental retardation. The civil service rules will be changed to ensure that people with psychiatric disabilities are covered by the same hiring rules and authority used for individuals with other disabilities.

- Permits people with psychiatric disabilities the same opportunity to acquire competitive civil service status after two years of successful service. This authority will allow adults with psychiatric disabilities the same opportunity for conversion into the competitive civil service as employees with other disabilities.

Challenged Congress to Pass the Historic, Bipartisan Work Incentives Improvement Act. This historic new legislation, which has received overwhelming bipartisan support in both the House and the Senate under the leadership of Senators Jeffords, Kennedy, Roth, and Moynihan and Representatives Lazio, Waxman, Bliley, and Dingell removes significant barriers to work for people with disabilities by improving access to health care through Medicaid; extending Medicare coverage for people with disabilities who return to work; and creating a new Medicaid buy-in demonstration to help people with a specific physical or mental impairment that is expected to lead to a severe disability without medical assistance. One of the biggest barriers to entering the workplace for individuals with disabilities is that, under current law, people with disabilities often become ineligible for Medicaid or Medicare if they work, forcing them to choose between health care coverage and employment. Today, you will urge Congress to pass this important and long overdue legislation by July 26, the ninth anniversary of the ADA.

I. PARTICIPANTS

Briefing Participants:

Mary Beth Cahill
Bruce Reed
Chris Jennings
Janet Murguia
Jonathan Young
June Shih

Stage Participants:

Joyce Bender
James H. Click, Jr.
Laura Hershey

Program Participants:

Secretary Alexis Herman
Jill Rickgauer

Jill Rickgauer is currently employed as a switchboard receptionist for a large automotive dealer in Tuscon, Arizona, the Jim Click Automotive Group. Soon after becoming blind in 1991, Ms. Rickgauer lost her job as a career planner for college students due to downsizing. With assistance from the Arizona Vocational Rehabilitation Department, Mrs. Rickgauer learned to navigate daily living as a blind person and use assistive technology. Despite her solid resume and new skills, she faced extensive discrimination from employers, who offered many

interviews but no jobs. Ms. Rickgauer identified and successfully obtained her current position through Jim Click's LINKAGES program.

II. PRESS PLAN

Open Press.

III. SEQUENCE OF EVENTS

- **YOU** will greet the award winners and their families in the Blue Room.
- **YOU** will be announced, accompanied by Secretary Alexis Herman, Joyce Bender, James Click, Laura Hershey, and Jill Rickgauer, into the East Room.
- Secretary Herman will make remarks and introduce Jill Rickgauer.
- Jill Rickgauer will make remarks and introduce **YOU**.
- **YOU** will make remarks, present the President's Awards, and depart.

VI. REMARKS

To be provided by speechwriting.

THE CLINTON-GORE ADMINISTRATION TAKES NEW STEPS TO INCREASE THE EMPLOYMENT OF INDIVIDUALS WITH DISABILITIES

Today, at the ceremony to give the President's Award of the Committee on Employment of People With Disabilities, President Clinton responded to an issue highlighted by Mrs. Gore earlier this year by signing an executive order ensuring that the federal government's has the same hiring and promotion standards for people with psychiatric disabilities as it has for people with other disabilities. He also challenged the Congress to pass the historic, bipartisan Work Incentives Improvement Act by July 26, the ninth anniversary of the Americans with Disabilities Act (ADA).

Since the beginning of the Clinton-Gore Administration, the American economy has added more than 18 million new jobs, and unemployment is at a 29-year low of 4.3 percent. Yet over 75 percent of individuals with psychiatric disabilities remain unemployed. The President's action, together with the new provisions in the Work Incentives Improvement Act will help to eliminate the institutional barriers that prevent individuals with psychiatric disabilities from bringing their enormous energy and talent to the workforce. Today, the President:

Signed an Executive Order Expanding Hiring Opportunities for People with Psychiatric Disabilities.

In January, Tipper Gore announced that the Office of Personnel Management (OPM) would explore measures to eliminate the stricter standards that are currently applied to job applicants who have psychiatric disabilities. Today, the President will sign an executive order that:

- Ensures that individuals with psychiatric disabilities are given the same hiring opportunities as persons with severe physical disabilities or mental retardation. The civil service rules will be changed to ensure that people with psychiatric disabilities are covered by the same hiring rules and authority used for individuals with other disabilities.
- Permits people with psychiatric disabilities the same opportunity to acquire competitive civil service status after two years of successful service. This authority will allow adults with psychiatric disabilities the same opportunity for conversion into the competitive civil service as employees with other disabilities.

Challenged Congress to Pass the Historic, Bipartisan Work Incentives Improvement Act. This historic new legislation, which has received overwhelming bipartisan support in both the House and the Senate under the leadership of Senators Jeffords, Kennedy, Roth, and Moynihan and Representatives Lazio, Waxman, Bliley, and Dingell removes significant barriers to work for people with disabilities by improving access to health care through Medicaid; extending Medicare coverage for people with disabilities who return to work; and creating a new Medicaid buy-in demonstration to help people with a specific physical or mental impairment that is expected to lead to a severe disability without medical assistance. One of the biggest barriers to entering the workplace for individuals with disabilities is that, under current law, people with disabilities often become ineligible for Medicaid or Medicare if they work, forcing them to choose between health care coverage and employment. Today, the President urged Congress to move swiftly to pass this important and long overdue legislation by July 26, the ninth anniversary of the ADA.

● June Shih

06/03/99 06:45:58 PM

Record Type: Record

To: See the distribution list at the bottom of this message

cc:

Subject: draft remarks

Draft 6/3/99 6:50 pm

Shih

**PRESIDENT WILLIAM J. CLINTON
REMARKS FOR PRESIDENT'S COMMITTEE ON
THE EMPLOYMENT OF PEOPLE WITH DISABILITIES AWARDS
THE WHITE HOUSE
JUNE 4, 1999**

Fifty years ago, President Harry Truman, the very first President to present these awards, set a goal for our nation: To give every American with a disability the chance – and I quote -- “to play their full part in strengthening our nation... [and]to share in the greatest satisfaction of American life – to be independent and self-supporting.”

Today, we gather to honor three Americans whose efforts to bring thousands of men and women with disabilities into the world of work have moved America ever closer to that great --and just – goal.

Since the founding of our nation, work has been at the heart of the American Dream. Because millions of Americans have had the opportunity to work and build better lives for themselves and their families, our nation is strong and prosperous. Through work, we reinforce the values that hold our society together – the values of responsibility, perseverance, striving for the future. And in so many ways, we Americans define ourselves, not only by our families and hometowns, but by our work. Often, the first question we ask each other is not “Who are your parents?” or “Where do you live?” but “What do you do?”

Today, there are still too many disabled Americans who have never been allowed to answer that question, who have never had the chance to participate in that essential component of the American Dream. Even as we celebrate more than 18 million new jobs and a nationwide unemployment rate of x percent -- the lowest unemployment in a generation -- 75 percent of Americans with disabilities remain unemployed. And of those unemployed, 72 percent say they want to go to work.

This is not just a missed opportunity for the disabled. It is a missed opportunity for America. In an era of labor shortages, when companies go begging to fill positions they need

to stay competitive in our global economy, we cannot afford to ignore millions of potential workers simply because they have a disability. Think of the loss to American industry, the economy, and even our Treasury. Tony Coehlo often likes to say that he represents the only group in America that actually wants to pay more taxes. If we are to sustain and build our prosperity, if we are to uphold our highest ideal of opportunity for all, then we as a nation must work harder to give all Americans the chance to experience the pride of going to work and earning a paycheck.

Today, one of the biggest obstacles to employment for many Americans with disabilities is the fear that they will lose their federal health insurance once they take a job. As many of you know, under current law, people with disabilities cannot work and keep Medicaid or Medicare coverage at the same time. For many disabled Americans, medical bills cost thousands of dollars beyond what is typically covered by an employer's private insurance. They have no choice but to stay out of the workforce, dependent on federal assistance.

This is not what America is about. This system denies opportunity to millions who are willing to take on the responsibility of work and become full-fledged members of our American community. And we must change it.

Last summer, I called on Congress to free our fellow Americans from this unfair choice between going to work and keeping health insurance. Today, Congress is considering landmark bipartisan legislation to do just that. The Work Incentives Improvement Act, sponsored by Senators Jeffords and Kennedy, has awaited passage in the Senate and the House for months. With more than 75 Senate co-sponsors from both parties, there is no good reason why it should take this long to pass. I have proposed funds in my balanced budget to support this legislation. So I challenge Congress to pass the Jeffords-Kennedy bill right away. Next month, we will mark the ninth anniversary of the Americans with Disabilities Act. The best way we can celebrate the landmark legislation that literally widened the doors of opportunity for millions is to throw open those doors even wider so that more Americans with disabilities can join the proud ranks of working citizens.

There is much more we can do. In my balanced budget, I am also proposing a \$1,000 tax credit to help people with disabilities afford the specialized transportation, technology, or personal assistance they need to make a successful transition to work. And we must double our efforts to make "assistive technologies" such as voice recognition software, mobile telephones, Braille translators, more widely available to disabled Americans. I challenge Congress to move forward with these proposals.

And today, I am taking immediate action to give more Americans with disabilities the opportunity to become a part of the largest workforce in America. As some of you may know, on Monday, the First Lady, the Vice President and Mrs. Gore and I will be hosting a White House Conference on Mental Health. One of our goals is to help more Americans understand that mental illness is not a character flaw, but a disability. That is why today, I am using my executive authority as President to strip away the outdated barriers that keep people with psychiatric disabilities from serving our nation in the federal government. I am directing all

federal agencies to provide applicants with mental illnesses the same opportunities as other applicants with disabilities.

Government must do its part to widen the circle of opportunity to even more Americans with disabilities. But Americans as individuals can also take action. The three citizens we honor today are proof of the difference a single individual can make. I am proud to present these awards to each of them.

First, to Joyce Bender. Fifteen years ago, as Joyce Bender lay in a hospital trauma unit, recovering from a near-fatal cerebral hemorrhage, she made a vow to give something back to the patients who were not so lucky. Through Bender Consulting Services, she has used her own expertise as a professional head-hunter to place people with disabilities in high-wage, high-tech jobs. Joyce knows that the demand for high-skilled workers will only continue to grow – and she is determined to make sure more people with disabilities will be ready to meet it. To keep her employee roster full, she founded a new program to train even more disabled people in high-tech skills at a local community college. So it is an honor to present this award to Joyce Bender.

Next, to James H. Click, Jr. As the head of nine car dealerships in California and Arizona, Jim Click is an undisputed leader in his field. But he is also unrivaled in his commitment to hiring and extending opportunity to people with disabilities. A few years ago, Jim recognized that he could encourage more businesses to follow his lead by making it easier for them to find workers with the right skills. So he founded Linkages, an organization that brings Tucson businesses and rehabilitation programs together to match qualified people with disabilities to appropriate jobs in the private sector. In a little over a year, more than 170 people have found work through Linkages. It is an honor present this award to Jim Click.

Finally, to Laura Hershey. Laura once said that “disability is not a tragedy... It is powerful.” By speaking her mind, and using her gifts as a writer to point out the shortcomings and possibilities of our society, Laura has found the power to change the world. As the head of a variety of disability organizations and as a private citizen, she has fought to reform our Social Security, housing, transportation systems and other areas to better serve Americans living with disabilities. Economic freedom and self-sufficiency for Americans with disabilities is her goal. I am confident she will not rest until she achieves it. I am proud to present this final award to Laura Hershey.

A high-tech head hunter from Pittsburgh, a car dealer from Tucson, a writer and activist from Denver – our awardees seem to have little in common. But they are bound by their remarkable passion for empowering the disabled. Most of all, each one of them is a true patriot. Harry Truman once said that “we love our country ... because it offers us the chance to lead useful lives and to do what we can for those around us.” I thank each of you for working to give our fellow Americans with disabilities the chance to work and lead useful lives; and in so doing strengthening the ties that bind us all together in love and loyalty to our country.



Jonathan M. Young
06/02/99 08:15:47 PM

Record Type: Record

To: See the distribution list at the bottom of this message

cc:

Subject: Jill info

unedited, stuff

----- Forwarded by Jonathan M. Young/WHO/EOP on 06/02/99 08:14 PM -----



Jonathan M. Young
06/02/99 08:10:34 PM

Record Type: Record

To: ogle-becky@dol.gov @ inet

cc:

Subject: Jill info

My name is Jill Rickgauer. I am a successfully employed working age adult. My disability is blindness. I have been blind since 1991. Having been a career-oriented person all of my adult life I wanted to continue to be so. My previous work experience was career planning and job placement for a private business college. I continued at the college for two years after losing my vision, however due to downsizing I found myself unemployed.

At that point I was a successful client with State Vocational Rehabilitation Services. They have been marvelous support help in every way. I was able to enter into excellent training at a specialized center for the blind and visually impaired. Having gone through the program I was asked to work on a part-time basis 5-days a week at the center. This aided tremendously in raising my confidence and mobility skills. My goal was to find a rewarding full-time position with a solid company. The opportunity to interview with the Jim Click Automotive Group presented itself through Linkages. Linkages is an organization founded by Mr. Jim Click, Jr. designed to match disabled adults with local area employers. The position I applied for was a switchboard receptionist for a very busy 5-Star Dealership. With the support of the Vocational Rehabilitation and the existing staff at the dealership the necessary technology was adapted to the current switchboard system to allow me to perform my job.

I am grateful that I have been able to muster personal perseverance, persistence and professionalism through my job search. The reward is the result of my constant hope and expectation that the outcome could only be good.

Withdrawal/Redaction Marker

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. email	Jonathan Young to Karin Kullman; RE: Personally Identifiable Information [partial] (1 page)	06/01/1999	b(6)

COLLECTION:

Clinton Presidential Records
Domestic Policy Council
Karin Kullman
OA/Box Number: 21985

FOLDER TITLE:

PCEPD [President's Committee on Employment of People with Disabilities] Disability
Awards Ceremony, East Room, Friday, June 4, 1999

2007-0143-F
db4514

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

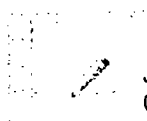
C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]



Jonathan M. Young
06/01/99 04:14:50 PM

Record Type: Record

To: Karin Kullman/OPD/EOP@EOP

cc:

Subject: real person

Jill Rickgauer (b)(6)

[001]

520-888-8000 (work)

520-293-6401 (home)

Woman who came to work for Jim through program which he started. She is blind. She is the switchboard operator at the dealership. She is in Arizona (three hour time lag).

Just spoke to her. Very enthusiastic, can talk about discrimination in workplace, very positive.

Jill Rickgauer

Working @ Tucson Assn. for Blind; part-time; in
technology dept.

Training on assistive technology so could reenter workforce

Wanted ~~to work~~ her to stay on to help

Wanted to be employed full-time

Job Announcement from LINKAGES

(Kickoff w/McCain, Dole, Gov of AZ)

Reader read job announcement

Great opp. just a min from where lives

Called vocational rehab counselor to go w/her on
interview

great reception

took resume; looking @ qualifications, disabilities
didn't factor in

familiar w/ switchboard from ^{Blind} Center ~~for~~ knew
voice synthesized software for this switchboard

Been there 1 1/2 yr.

Had Mr. Click not started

Interviewed endlessly ; ~~was~~ got positive response from
resume, but couldn't get past disability
would have to explain to potential employer ; had to
go into advocacy factor
ADA - have to bring things up carefully

Age: 59 yrs. old

1 son

Loss of vision in 1992

Prior to vision loss

Career planning & job placement

Continued 1 1/2 to 2 yrs ; but due to reorg. lost
job.

Got vocational rehab services to retrain.

Was entitled to SSDI because work

helped out when didn't have job

husband was marvelous support system; rehabilitated
together

Still receives SSDI

can ^{make} \$1,110 & keep benefits

If didn't have Soc. Sec. benefits could have been
lean years

Still wanted to be able to add to family finances

Several years of interviewing process

If not for Jim & LINKAGES would not have found
job & place that was receptive

Husband & she benefited tremendously

McCain delinked

Working age blind have stayed behind

Understands my point

Thinks disabled ppl. want to work

Does lots of press

6⁴⁵ am - 3pm AZ time

Joyce Bender is the president of Bender Consulting Services (BCS), which actively recruits and hires people with disabilities who have expertise in information technologies. BCS contracts these employees as consultants to client companies throughout the Pittsburgh, Pennsylvania, and Wilmington, Delaware, areas. In 1985, Ms. Bender sustained a life-threatening epileptic attack that caused an intracranial hemorrhage requiring brain surgery. She returned to work with a seizure disorder, a 40 percent hearing loss in one ear and a renewed respect for the attitudinal obstacles faced by individuals with disabilities. Employment of people with disabilities has become her life's work.

James H. Click, Jr. founded the non-profit LINKAGES program in Tucson, Arizona, as a one-stop shop for employers who want to hire people with disabilities. A LINKAGES liaison works with local rehabilitation agencies to identify qualified candidates for every position. Since 1998, some 80 employers have hired more than 170 people with disabilities through the program. As president of the Jim Click Automotive Team, Mr. Click is also a LINKAGES employer. Approximately 35 individuals with disabilities are working in his car dealership franchises throughout Arizona and California. His dream is to take LINKAGES throughout the country.

Laura Hershey is a grass roots leader who has tirelessly advocated for reform in the Social Security system, housing, transportation and other areas affecting the livelihood of Americans with disabilities. She is best known for mobilizing the PASS Participants Rights Campaign to fight for the rights of adults with severe disabilities to pursue employment and maintain their eligibility for Medicaid coverage. Ms. Hershey has served as interim executive director of the Denver Disability Center for Independent Living and is a former director of the Denver Commission for People with Disabilities. She consults and writes frequently on disability issues.

Established in 1947 by President Harry Truman, the President's Committee on Employment of People with Disabilities is a small federal agency based in Washington, DC, that reports to the President on progress and problems related to disability employment issues. Under the leadership of Chairman Tony Coelho, some 300 members communicate, coordinate and promote public and private efforts to enhance the employment of individuals with disabilities. The Committee provides information, training and technical assistance to America's business leaders, organized labor, rehabilitation and service providers, advocacy organizations, families and individuals with disabilities. Among the Committee's services are the Job Accommodation Network, the Business Leadership Network, High School/High Tech, Project EMPLOY and the Workforce Recruitment Program for College Students with Disabilities, which during the past year placed 300 people with disabilities in private and public sector jobs.

The President's Award is America's highest honor for achievement in furthering the employment and empowerment of people with disabilities. An annual recipient is selected from a national slate of nominees. Honorees have demonstrated outstanding achievements in the world of work and made significant contributions to increase public awareness about Americans with disabilities in the workforce. The award is a handsome piece of crystal inscribed with the seal of the President's Committee and signed by the President. Since 1947, the award has been presented only six times at the White House, three of those times by President Clinton.

President Clinton and Vice President Gore: Increasing Employment of People with Disabilities

5/27 DRAFT

Today, President Clinton and Vice President Gore will take executive action to increase federal hiring of people with disabilities and to ensure federal hiring rules treat mental illness like any other disability. The President will direct federal agencies to implement an employment plan for people with disabilities prepared at the Vice President's request and will sign an executive order eliminating the federal government's stricter hiring standards for psychiatric disabilities, an issue highlighted by Mrs. Gore earlier this year.

Directing Federal Agencies to Implement Plan for Hiring People with Disabilities. On December 14th, the Vice President asked the Office of Personnel Management (OPM) to develop a model plan to increase the representation of adults with disabilities in the federal workforce. Today, the President will direct federal agencies and departments to implement this plan to:

- * Recruit widely people with disabilities for positions at all levels;
- * Establish agency-wide reasonable accommodation policies and procedures for applicants and employees with disabilities;
- * Ensure career opportunities for people with disabilities, including equal opportunity to obtain managerial and executive training and compete for promotions;
- * Collect and maintain data to monitor the success in achieving a higher percentage of adults with disabilities in the federal workforce.

This plan, *Accessing Opportunity: The Plan for Employment of People with Disabilities in the Federal Government*, will be released with an employment guide -- a compendium of laws, tools and guidance for agencies to use as they recruit, hire, train and promote people with disabilities.

Signing Executive Order Expanding Hiring Authority for Adults with Psychiatric Disabilities. On January 14th, Tipper Gore announced that OPM would explore measures to eliminate the stricter standards applied to federal hiring practices for adults with psychiatric disabilities. Today, the President will sign an executive order eliminating these outdated, twenty-year-old rules which will:

- * Ensure that individuals with psychiatric disabilities are given the same opportunities as persons with severe physical disabilities or mental retardation. The civil service rules will be changed to ensure that people with psychiatric disabilities will be covered by the same appointing authority used for individuals with other disabilities.
- * Permits adults with psychiatric disabilities the ability to acquire competitive civil service status after two years of service. This authority will allow adults with psychiatric disabilities the same opportunity for conversion into the competitive civil service as employees with other disabilities.

Implementing Actions Recommended by Presidential Task Force. Both actions to be taken today were recommended by the President's Task Force on Employment of Adults with Disabilities under the leadership of Labor Secretary Alexis Herman, chair, and Tony Coelho, vice chair.

007/01/99 TEL 202.34 FAX 202.300 2103 OFFICE OF THE DIRECTOR 002

EXECUTIVE ORDER

AMENDING THE CIVIL SERVICE RULES RELATING TO FEDERAL EMPLOYEES WITH PSYCHIATRIC DISABILITIES

WHEREAS it is the goal of the United States to assure equality of opportunity, full participation, independent living, and economic self-sufficiency for persons with disabilities; and

WHEREAS the Federal Government as an employer should serve as a model for the employment of persons with disabilities and utilize the full potential of these talented citizens; and

WHEREAS the Civil Service Rules provide that persons with mental retardation, severe physical disabilities or psychiatric disabilities may be hired under excepted appointing authorities; and

WHEREAS the authorities governing appointment of persons with psychiatric disabilities were adopted over 20 years ago when attitudes about mental illness were different, which led to stricter standards for hiring persons with psychiatric disabilities than for persons with mental retardation or severe physical disabilities; and

WHEREAS persons with mental retardation or severe physical disabilities may be appointed for more than two years and may be converted to competitive status after completion of two years of satisfactory service in their excepted positions, while persons with psychiatric disabilities may not; and

WHEREAS the Office of Personnel Management and the President's Task Force on Employment of Adults with Disabilities believe that the Federal Government could better benefit from the contributions of persons with psychiatric disabilities if they were given the opportunities currently available to persons with mental retardation or severe physical disabilities;

NOW, THEREFORE, by the authority vested in me as President by the Constitution and the laws of the United States of America, including sections 3301 and 3302 of title 5, United States Code, it is hereby ordered as follows:

Section 1. The Director of the Office of Personnel Management shall ensure that persons with psychiatric disabilities have the same hiring opportunities as are given to persons with mental retardation or severe physical disabilities.

Section 2. Civil Service Rule III (5 CFR Part 3) is amended by adding the following new paragraph to subsection (b) of section 3.1:

“(3) An employee with psychiatric disabilities who completes at least two years of satisfactory service in a position excepted from the competitive service.”.

Section 3. The Director of the Office of Personnel Management shall prescribe such regulations as may be necessary to implement this order.

Section 4. This order is effective upon publication in the Federal Register.

THE WHITE HOUSE

EXECUTIVE ORDER

AMENDING THE CIVIL SERVICE RULES RELATING TO
FEDERAL EMPLOYEES WITH PSYCHIATRIC DISABILITIES

WHEREAS it is the goal of the United States to assure equality of opportunity, full participation, independent living, and economic self-sufficiency for persons with disabilities; and

WHEREAS the Federal Government as an employer should serve as a model for the employment of persons with disabilities and utilize the full potential of these talented citizens; and

WHEREAS the Civil Service Rules provide that persons with mental retardation, severe physical disabilities or psychiatric disabilities may be hired under excepted appointing authorities; and

WHEREAS the authorities governing appointment of persons with psychiatric disabilities were adopted over 20 years ago when attitudes about mental illness were different, which led to stricter standards for hiring persons with psychiatric disabilities than for persons with mental retardation or severe physical disabilities; and

WHEREAS persons with mental retardation or severe physical disabilities may be appointed for more than two years and may be converted to competitive status after completion of two years of satisfactory service in their excepted positions, while persons with psychiatric disabilities may not; and

WHEREAS the Office of Personnel Management and the President's Task Force on Employment of Adults with Disabilities believe that the Federal Government could better benefit from the contributions of persons with psychiatric disabilities if they were given the opportunities currently available to persons with mental retardation or severe physical disabilities;

NOW, THEREFORE, by the authority vested in me as President by the Constitution and the laws of the United States of America, including sections 3301 and 3302 of title 5, United States Code, and in order to permit individuals with psychiatric disabilities to obtain civil service competitive status, it is hereby ordered as follows:

Section 1. The Director of the Office of Personnel Management shall ensure that persons with psychiatric disabilities have the same hiring opportunities as are given to persons with mental retardation or severe physical disabilities.

Section 2. Civil Service Rule III (5 CFR Part 3) is amended by adding the following new paragraph to subsection (b) of section 3.1:

"(3) An employee with psychiatric disabilities who completes at least two years of satisfactory service in a position excepted from the competitive service."

Section ~~23~~²⁴. The Director of the Office of Personnel Management shall prescribe such regulations as may be necessary to implement this order.

Section ~~34~~³⁵. This order is effective upon publication in the Federal Register.

THE WHITE HOUSE

Devorah R. Adler
05/21/99 02:44:30 PM

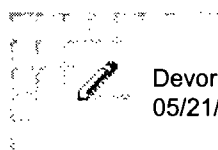
Record Type: Record

To: Karin Kullman/OPD/EOP@EOP

cc:

Subject: jeffords kennedy

Jeffords-Kennedy. Despite being voted out of the Senate Finance Committee by an 18 to 2 vote and attracting 75 cosponsors, Senator Lott has refused to bring up the Jeffords-Kennedy Work Incentives Improvement Act for a vote. The disability community is furious with Senators Lott and Nickles, who they view as the only significant obstacles blocking your enactment of this legislation. As you will recall, this legislation, which you called on Congress to pass last year and again this year in your State of the Union address, encourages people with disabilities (75 percent of whom are unemployed) to work or return to work by providing greater incentives and options for states to enable people with disabilities to return or buy into Medicaid coverage. It also extends Medicare coverage for people with disabilities who return to work. Finally, it modernizes employment-related services by creating a "ticket" that will increase options for people with disabilities to receive employment-related services and creates a Work Incentive grant program for states. The Medicaid buy-in is particularly important to the population because it would enable them to be able to continue to access the prescription drug coverage and other critical health care services. On Thursday, the House Commerce Committee marked up this legislation and Representative Bliley indicated his strong belief that the Congress should move to quickly pass this legislation. We expect the House to bring this up for a vote relatively soon, which will no doubt pressure the Senate to do the same. We released a statement from you Thursday to indicate your ongoing support for this legislation and to call on the Congress to move expeditiously to a final vote. You may want to single out Senators Kennedy and Moynihan for their leadership role in this legislation.



Devorah R. Adler
05/21/99 02:43:18 PM

Record Type: Record

To: Karin Kullman/OPD/EOP@EOP

cc:

Subject: jeffords kennedy

CRITICAL NEED TO REMOVE BARRIERS TO WORK

Since President Clinton and Vice President Gore took office, the American economy has added 17.7 million new jobs. Unemployment is at a 29-year low of 4.3 percent. However, the unemployment rate among working-age adults with disabilities is nearly 75 percent. About 1.6 million working-age adults have a disability that leads to functional limitations and 14 million working-age adults have less severe but still significant disabilities. People with disabilities can bring tremendous energy and talent to the American workforce, yet some outdated, institutional barriers and fewer opportunities often limit their ability to work.

Under current law, people with disabilities often become ineligible for Medicaid or Medicare if they work. This means that many people with disabilities are put in the untenable position of choosing between health care coverage and work. In addition, the extraordinary advances in technology and communications are often not accessible to or adapted for people with disabilities. Moreover, the wide range of public and private services that exist for people with disabilities are often difficult to access.

AN HISTORIC THREE-PART INITIATIVE TO IMPROVE ECONOMIC OPPORTUNITIES FOR AMERICANS WITH DISABILITIES

- **Funding the Work Incentives Improvement Act in the President's budget.** Health care -- particularly prescription drugs and personal assistance -- is essential for people with disabilities to work. Today, the President is announcing that his FY 2000 budget includes the full Work Incentives Improvement Act. This proposal, which costs \$1.2 billion over 5 years, would:
 - Improve access to health care by:
 - Providing greater incentives and options for states to enable people to return to work to maintain eligibility for Medicaid. This provision: eliminates barriers to the buy-in for people with income above the current limits; allows people with conditions, such as rheumatoid arthritis, who are only able to work because of treatments that are covered to buy into Medicaid; and provides health care grants for states that take these important options;
 - Extending Medicare coverage, for the first time, for people with disabilities who return to work. While Medicare does not provide as comprehensive a benefit as Medicaid, it assures that all people with disabilities who return to work have access to health care coverage, even

if they live in a state that does not take the Medicaid option;

- Creating a new Medicaid buy-in demonstration to help people with a specific physical or mental impairment that, as defined by the state, is reasonably expected to lead to a severe disability without medical assistance. This could help people with muscular dystrophy, Parkinson's Disease, HIV or diabetes who may be able to function and continue to work with appropriate health care, but such health care is currently only available once their conditions have become severe enough to qualify them for SSI or SSDI and thus Medicaid or Medicare.

- Modernize employment-related services by creating a "ticket" that will increase options and access for SSI or SSDI beneficiaries to go to either a public or a private provider for employment-related services. If the beneficiary goes to work and achieves substantial earnings providers would be paid a portion of the benefits saved through either an outcome or "milestone" payment.
- Create a Work Incentive Grant program to provide benefits planning and assistance, facilitate access to information about work incentives, and foster coalitions to better integrate services to people with disabilities working or returning to work.

- **Providing an \$1,000 tax credit for work-related expenses for people with disabilities.** The daily costs of getting to and from work, and being effective at work, can be high if not prohibitive for people with disabilities. Under this proposal, workers with significant disabilities would receive an annual \$1,000 tax credit to help cover the formal and informal costs that are associated with and even prerequisites for employment, such as special transportation and technology needs. Like the Jeffords-Kennedy-Roth-Moynihan Work Incentive Act, this tax credit, which will help 200,000 to 300,000 Americans, helps assure that people with disabilities have the tools they need to return to work. It also has the advantage of helping people in all states irrespective of whether states take up optional coverage. It costs \$700 million over 5 years.

- **Improving access to assistive technology.** Technology is often not adapted for people with disabilities and even when it exists, people with disabilities may not know about it or may not be able to afford it. This new initiative would accelerate the development and adoption of information and communications technologies, which can improve the quality of life for people with disabilities and enhance their ability to participate in the workplace. This initiative: (1) helps make the Federal government a "model user" of assistive technology; (2) supports new and expanded state loan programs to make assistive technology more affordable for Americans with disabilities; and (3) invests in research and development and technology transfer in areas such as "text to speech" for people who are blind, automatic captioning for people who are deaf, and speech recognition and eye tracking for people who can't use a keyboard. It would cost \$35 million in FY 2000, more than doubling the government's current investment in deploying assistive technology.

PRESIDENT CLINTON AND VICE PRESIDENT GORE UNVEIL NEW INITIATIVE TO IMPROVE ECONOMIC OPPORTUNITIES FOR AMERICANS WITH DISABILITIES

BACKGROUND: January 13, 1999

Today, President Clinton will unveil an historic new initiative that will remove significant barriers to work for people with disabilities. This three-part budget initiative, which invests over \$2 billion over five years, includes: (1) full funding of the Work Incentives Improvement Act which will be introduced by Senators Jeffords, Kennedy, Roth, and Moynihan next week; (2) a new \$1,000 tax credit to cover work-related costs for people with disabilities; and (3) expanded access to information and communications technologies. With these new proposals, the Administration will have taken action on every recommendation made in the report of the President's Task Force on the Employment of Adults with Disabilities, which the Vice President accepted last month. Justin Dart, one of the foremost leaders of the disability communities, stated in response to today's proposals: "The Clinton-Gore Administration has a long history of supporting the disability community. This policy initiative is one of the boldest since the landmark passage of the ADA."

BARRIERS TO WORK FOR PEOPLE WITH DISABILITIES

- **Millions of working-age adults have disabilities.** About 1.6 million working-age adults have a disability that leads to functional limitations (i.e., needs help with at least one activity of daily living). About 14 million working-age adults are disabled using a broader definition (e.g., uses a wheelchair, or walker; has a developmental disability).
- **The unemployment rate among people with disabilities is staggering.** Nearly 75 percent of people with disabilities are unemployed. Not only is it more difficult for people with disabilities to work; when they do work, their earnings are lower. According to one study, the average earnings for men with disabilities are 15 to 30 percent below those of men without disabilities. These disparities are greater for those needing help with daily activities.
- **Multiple barriers to work.** People with disabilities face a number of challenges, including:
 - **Lack of adequate health insurance.** In most places in the U.S., people with health problems can be charged high premiums by private insurance companies or denied coverage altogether. Those who are insured may not be covered for some of their needs, such as personal assistance. Medicaid covers these services, but eligibility is generally restricted to people who cannot work. Thus, there is little incentive to return to work.
 - **Higher costs of work.** People with disabilities not only face lower than average wages, but typically pay more to get to and from work and to function at work. Thus, for some, returning to work may decrease rather than increase their savings.
 - **Disconnected employment service system:** A variety of vocational rehabilitation, educational, training and health programs exist to facilitate work for people with disabilities, but they rarely work together in a coordinated way.
 - **Inaccessible or unavailable technology:** Technological advances facilitate work, improve productivity and reduce the costs of such technology. Yet, people with disabilities often lack information on what exists, how to use it, and how to afford it.

from Cynthia
→ These are the
two
items for
June 4th
→ plan itself +
SD will be ready

ADMINISTRATION COMMITMENT TO IMPROVING OPPORTUNITIES

The President has made expanding economic opportunities to all Americans -- particularly people with disabilities -- a priority. His accomplishments include:

- **Most diverse Administration in history** by appointing a large number of people with disabilities to senior positions. The Federal government now employs about 127,000 employees with some type of disability.
- **Strong efforts to end job discrimination.** In July 1998, the President directed key federal civil rights agencies (Department of Justice, Equal Employment Opportunity Commission and the Small Business Administration) to increase outreach and implementation efforts.
- **New Medicaid buy-in option for workers with disabilities.** The Balanced Budget Act of 1997 created an optional program whereby states could allow people with disabilities who were earning up to 250 percent of poverty to purchase Medicaid coverage.
- **Improving employment services.** On August 7, the President signed the Workforce Investment Act (WIA), including the Rehabilitation Act Amendments of 1998. It establishes better links between the vocational rehabilitation and the workforce development systems.
- **Expanding accessible transportation.** In September 1998, the Department of Transportation issued the final regulation implementing the Americans with Disabilities Act (ADA) provisions for over-the-road bus (OTRB) accessibility.
- **Reauthorizing and expanding the Assistive Technology Act.** In October, 1998, the President signed the "Tech Act" which provides assistive technology to low-income people with disabilities and encourages small businesses to design and market innovative ideas.
- **TASK FORCE ON EMPLOYMENT OF ADULTS WITH DISABILITIES.** One of the most important actions taken by President Clinton was the signing of the executive order establishing the Presidential Task Force on Employment of Adults with Disabilities on March 13, 1998. Led by Alexis Herman, Secretary of Labor, and Tony Coelho, this Task Force is charged with coordinating an aggressive national policy to bring adults with disabilities into gainful employment. It produced a set of interim recommendations in December, 1998, summarized below:

RECOMMENDATION

1. Work to pass the Work Incentive Improvement Act
2. Work to pass the Patients' Bill of Rights
3. Examine tax options to assist with expenses of work
4. Foster interdisciplinary consortia for employment services
5. Accelerate development/adoption of assistive technology
6. Direct Small Business Administration to start outreach
7. Remove Federal hiring barriers for people w/ mental illness
8. Develop a model plan for Federal hiring of people w/ disabilities

ACTION

President includes in budget
High Presidential priority
President includes in budget
President includes in budget
President includes in budget
Vice President announced 12/98
Mrs. Gore announced tomorrow
Vice President announced 12/98

From Cynthia
← Model

Employment
Plan

VP announced we
would do it

In Dec; now
we will have
plan

'VICE PRESIDENT GORE EMBRACES REPORT FROM TASK FORCE AND TAKES STEPS TO INCREASE EMPLOYMENT OF PEOPLE WITH DISABILITIES

December 14, 1998

Today, the Vice President accepted "Re-charting the Course," the first report of the Presidential Task Force on Employment of Adults With Disabilities. According to the 1998 Harris Survey of Americans with Disabilities, less than 30 percent of working-age adults with disabilities are employed full or part-time, although 75 percent indicate they would prefer to work. The Vice President commended the Task Force for its powerful and thorough recommendations to create critically needed employment opportunities for people with disabilities. He applauded these proposals and called on the Administration to implement specific recommendations right away.

The Vice President called on the Administration to immediately implement specific recommendations of the Task Force report. While many of the recommendations made by the Task Force will require legislation and new funding, the Vice President took steps to immediately implement some of the Task Force's recommendations. The Vice President:

- **Asked the Office of Personnel Management (OPM) to develop a model plan to increase representation of adults with disabilities in the Federal workforce.** To help address this problem, the Vice President asked OPM to develop -- by March 1, 1999 -- a model plan for all federal agencies to increase representation of adults with disabilities in its workforce. This plan will include ways to involve more students with disabilities in federal internship programs, give employees with disabilities options to enhance their leadership skills and advance their careers, and recruit more people with disabilities at all levels of the federal workforce.
- **Requested that the Small Business Administration (SBA) launch a new outreach campaign to help Americans with disabilities start their own businesses.** People with disabilities have higher rates of self-employment and small business experience than the rest of America, yet they too often do not know what assistance they may be eligible for. The Vice President asked SBA to begin implementing right away the Task Force's recommendation to educate people with disabilities who want to start their own business. This major nationwide campaign will provide greater access to entrepreneurial development programs, financial assistance incentives, and government contracting opportunities, including the Section 8 (a) program, HUB Zones, the small disadvantaged business program.
- **Gave the Hammer Award to the Computer/Electronic Accommodation Program (CAP) and committed the Administration to assuring that all Federal employees have access to accessible technology.** The Vice President gave the Hammer Award to the Department of Defense's CAP program, which provides assistive technology to DoD employees with disabilities to ensure that they have the telecommunications and computer technology they need to perform their jobs. Since its inception, CAP has filled over 14,500 requests for accommodations. The Vice President also committed the Administration to assuring the Federal government is a model employer by finding ways to assure that these kinds of assistive technology programs are available to all Federal employees.

- **Reiterated the Administration's commitment to passing a strong enforceable patients' bill of rights to improve the quality of care for people with disabilities.** The Vice President also reiterated that a top priority when Congress returns should be to pass a strong enforceable patients' bill of rights that includes critical patient protections for people with disabilities, including access to the specialists they need, continuity of care protections to assure people with disabilities do not have an abrupt disruption in care, and an independent external appeals process to assure people with disabilities can address grievances with health plans.

These efforts build on the Administration's longstanding commitment to improving opportunities for people with disabilities. The Administration has demonstrated a longstanding commitment to improving health, employment, and other opportunities for people with disabilities. The Administration fought hard for the Health Insurance Accountability Act of 1996, which helps people with disabilities keep health insurance by limiting preexisting condition exclusions; the Mental Health Parity Act of 1996, which limits insurance discrimination based on mental illness; and a new state option in the Balanced Budget Act of 1997 that helps people with disabilities to purchase Medicaid when they return to work. The Administration also fought hard for the Jeffords-Kennedy legislation in last fall's budget negotiations that would eliminate some of the health insurance barriers to help people with disabilities return to work and has made a commitment to saving Social Security First. The Vice President is also hosting a summit on January 12th on "21st Century Skills for 21st Century Jobs" which will bring together leaders from business, education, labor, and government to discuss how to help working Americans --including those with disabilities -- get the skills needed to get, keep, and succeed in good jobs.

Stephanie S. Streett

05/24/99 11:16:09 AM

Record Type: Record

To: Karin Kullman/OPD/EOP@EOP

cc:

Subject: Re: PCEPD

fyi

----- Forwarded by Stephanie S. Streett/WHO/EOP on 05/24/99 11:16 AM -----



Christine A. Stanek

05/22/99 06:39:25 PM

Record Type: Record

To: Stephanie S. Streett/WHO/EOP@EOP

cc:

Subject: Re: PCEPD

Per our conversation - we could definitely present these awards and build an event around if so desired.

----- Forwarded by Christine A. Stanek/WHO/EOP on 05/22/99 06:38 PM -----



Jonathan M. Young

05/22/99 04:07:47 PM

Record Type: Record

To: Christine A. Stanek/WHO/EOP@EOP

cc:

Subject: Re: PCEPD

Thanks, Christine, for exploring the possibility of a June 4 date. To summarize our conversation, I think we should definitely pursue this. The Work Incentives bill is a major issue in the disability community, perhaps the highest priority at the moment, and it would be great to get this through this year. That might be the perfect hook for the President's Committee award, because it is given to people who have worked to maximize employment opportunities for people with disabilities (which is the objective of Jeffords/Kennedy).

There are two possible solutions to your question about the '99 winner. 1) The President's committee does not issue the awards as year-specific. Their plaque simply commends them as a recipient of the award and puts on it the date on which they receive the award. The reason there is a specific year connection is they generally review nominations that come from state level awards. But John Lancaster, the Executive Director, suggested we could just issue two awards and present them as '99 recipients (i.e.: "This year the President's committee wishes to recognize two individuals..."). 2) The second and more difficult option is to try to identify another individual in the course of a week. John's checking in to see if

they've begun that yet. My guess is that they haven't. Because last year the person wasn't selected until October. It seems to me, though, that if you thought we had to have another person, he could identify someone. My recommendation, however, would be to go with the two I described on the scheduling request.

John is going ahead to start reviewing travel possibilities for the two current awardees: one from CO and one from AZ. Please let me know as soon as possible how you think this will go, and I can have them make the arrangements. Thanks again for working on this.

ROUTING SLIP

DATE: 4/13/99

FROM: Stephanie Streett
Assistant to the President and Director of Presidential Scheduling

SUBJECT: To present the President's Award of the President's
Committee on Employment of people with Disabilities (PCEPD).
Virginia Apuzzo

Capricia Marshall	_____
Lisa Berg	_____
Thurgood Marshall Jr.	_____
Samuel Berger	_____
Minyon Moore	_____
Sidney Blumenthal	_____
Bob Nash	_____
Mary Beth Cahill	✓
Jennifer Palmieri	_____
Phil Caplan	_____
John Podesta	_____
Davis/Redington	✓
Clark Ray	_____
Maria Echaveste	_____
Steve Ricchetti	_____
Tim Emrich	✓
Bruce Reed	_____
Jeff Forbes	_____
Dan Rosenthal	_____
George Frampton	_____
Charles Ruff	_____
Nancy Hernreich	_____
Patti Solis-Doyle	_____
Mickey Ibarra	_____
Doug Sosnik	_____
Ron Klain	_____
Gene Sperling	_____
Neal Lane	_____
Larry Stein	_____
Lisa Levin	_____
Todd Stern	_____
Ann Lewis	✓
Loretta Ucelli	✓
Bruce Lindsey	_____
Melanne Verveer	_____
Joe Lockhart	✓
Michael Waldman	✓

Johnathan H. Young ✓

FILE: Pending

COMMENTS: _____

3/29/99

39 MAR 30 10:26

___ACCEPT

___REGRET

___PENDING

TO: Stephanie Streett
Assistant to the President
Director of Scheduling

FROM: Mary Beth Cahill *mbc*
Jonathan M. Young

REQUEST: To present the President's Award of the President's Committee on Employment of People with Disabilities (PCEPD) to its 1997 and 1998 recipients, Laura Hershey and James H. Click Jr.

PURPOSE: To honor the recipients' outstanding contributions in advocating for the employment of people with disabilities.

BACKGROUND: The Honorable Tony Coelho serves as Chairman of PCEPD--a small federal agency whose mission is to communicate, coordinate, and promote public and private efforts to enhance the employment of people with disabilities. The Committee provides information, training, and technical assistance to America's business leaders, organized labor, rehabilitation and service providers, advocacy organizations, families, and individuals with disabilities. It also operates the Job Accommodation Network (JAN), a toll-free information service on workplace accommodations and the employment provisions of the Americans with Disabilities Act. Tony Coelho also services as Co-Chair of the President's Task Force on Employment of Adults with Disabilities.

Laura Hershey is the interim Executive Director of Denver's Disability Center for Independent Living and a grass roots leader in the national disability community. Her achievements include the mobilization of the PASS Participants Rights Campaign. This is a national coalition to protect the rights of individuals taking part in the Social Security Administration's Plan to Achieve Self-Support. She is also a staunch supporter of women's rights, especially of women with disabilities.

James Click, Jr. is the founder and president of the LINKAGES program. This Tucson-based, non-profit program connects employers with job openings and job seekers with disabilities. As an employer he as placed 35 employees with disabilities in jobs at

his car dealerships in Arizona and California. Since 1988, 80 employers have placed more than 170 individuals.

Hershey and Click were selected from a national selection of nominees to receive these awards.

DATE AND TIME: TBD

LOCATION: Flexible: either the Oval Office or the hometown of either recipient (Tuscon or Denver, if POTUS travel coincides).

DURATION: 15 minutes

PARTICIPANTS: Tony Coelho, Chairman of PCEPD
John Lancaster, Executive Director of PCEPD
Board Members and/or Vice-Chairs of PCEPD (4)
Laura Hershey, with family (4)
James Click, Jr., with family (4)

OUTLINE OF EVENTS: TBD

MEDIA COVERAGE: TBD

STAFF CONTACT: Jonathan M. Young
x-67032



PRESIDENT'S
COMMITTEE
ON EMPLOYMENT
OF PEOPLE
WITH DISABILITIES

January 12, 1999

The President
The White House
Washington, DC 20500

Dear Mr. President:

I am very pleased to inform you that the President's Committee has selected two individuals to receive the 1998 President's Award. They are Laura Hershey, a disability advocate and activist from Denver, Colorado, and James H. Click, Jr., a businessman from Tucson, Arizona, who has been instrumental in advancing the employment of people with disabilities in his own businesses and the Tucson community. The recipients were selected from a national slate of 25 individuals nominated by leaders in the disability community.

Former Director of the Denver Commission for People with Disabilities, Ms. Hershey then chose a career as a self-employed consultant and writer, providing training, research and writing services to businesses, agencies and individuals. For four years she wrote a monthly column for the Denver Post on disability rights issues. Her career was abruptly halted when the Social Security Administration revised its PASS Program, and she was no longer eligible to participate in the program. She took action, not only for herself but also for others with disabilities who seek to be self-supporting, tax-paying citizens, by organizing the PASS Participants Rights Campaign. Not only has she been recognized in Colorado for her leadership in enhancing employment for people with disabilities, but she was also recognized nationally by being selected as a representative for disabled women at the International Women's NGO conference in Beijing, China.

Mr. Click, who owns several automobile businesses in the Southwest, is a founder and President of the Board of Directors of Linkages, Inc., a non-profit organization dedicated to linking employers with individuals with disabilities seeking jobs. He led the way by hiring individuals with disabilities and personally ensuring that the managers of his other companies did the same. While still in a start-up phase and not publicly launched as an organization until April 1998, the partnerships developed through Linkages had already resulted in 155 persons with disabilities gaining employment in various businesses, including health care, retail, banking and landscaping. Mr. Click devotes a great deal of time and energy to numerous organizations that serve the community, including those that serve adults with developmental disabilities, homeless people and battered children.

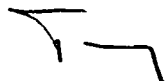
1331 F Street, N.W.
Washington, DC 20004-1107

202-376-6200 (Voice)
202-376-6219 (FAX)
202-376-6205 (TDD)

He is or has been a member of numerous boards and has led fund raising efforts for such organizations as the Handi-Dogs Training Center and the American Cancer Society.

I am enclosing the nomination and supporting documents for Ms. Hershey and Mr. Click. I know you will enjoy meeting both, and look forward to confirming a date and time on your schedule to present the President's Award to these deserving individuals.

Sincerely,

A handwritten signature in black ink, appearing to read 'Tony Coelho', with a stylized flourish at the end.

Tony Coelho
Chairman

TC:DD:sm



PRESIDENT'S
COMMITTEE
ON EMPLOYMENT
OF PEOPLE
WITH DISABILITIES

October 28, 1998

TO: Jonathan Young

FROM: Dina Dorich *Dina*

RE: President's Award

Chairman Tony Coelho has made his decision on the 1998 President's Award winner. As we discussed in our meeting, we also need to present the 1997 President's Award. This award is considered the America's highest honor in recognition of an individual's impact on the empowerment and employment of people with disabilities.

The 1997 award will go to Laura Hershey, advocate and founder of the PASS Participants Rights Campaign, of Denver, Colorado. The 1998 award will go to James H. Click, Jr., a Tucson, AZ, businessman who is also President of Linkages, Inc., which serves as a liaison between businesses with job openings and rehabilitation providers with qualified people with disabilities ready to work.

I am enclosing the nomination packets on both individuals. At this point, neither has been notified of the honor.

While we do not need to have a specific date set for the presentation, it would be valuable to at least inform the honorees of the location of the event. During are meeting, we had discussed several possibilities: (1) White House Oval Office, with the award presented by the President [as has been done with prior honorees]; (2) White House, with the award presented by the Vice President [should President's availability be very limited]; (3) the honoree's hometown/state, to be presented at a time when the President is in that area and a place that would give "local" visibility to the recipient.

Normally, Chairman Coelho sends a letter to the President, requesting that this ceremony take place. I assume we still want to follow that process. However, in order to draft the letter, I need to know whether I should ask only for Option (1) above, ask for Option (1), but be open to other scenarios, or suggest various scenarios. At this point I don't have any information from Tony to indicate his personal preference.

I would appreciate it if you could give me a call, so I know how to proceed in a way that will also make your job of getting it on the calendar as easy as possible. My number is 376-6200, Ext. 23.

Thanks.

cc: John Lancaster

1331 F Street, N.W.
Washington, DC 20004-1107

202-376-6200 (Voice)
202-376-6219 (FAX)
202-376-6205 (TDD)

M E M O R A N D U M