

Withdrawal/Redaction Sheet

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. email	Summary of Erskine Meeting w/Herman and Coelho (2 pages)	07/23/98	P5
002. email	FYI from National Council on Disability to Chuck Ruff (3 pages)	07/27/98	P5

COLLECTION:

Clinton Presidential Records
 Domestic Policy Council
 Cynthia Rice (Subject Files)
 OA/Box Number: 15430

FOLDER TITLE:

Disability-Task Force-General [1]

rx52

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 advise 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]

10/30

Q = why can't we have monthly data
on emp of people w/ dis?

Important to Coehlo

Limited Qs on monthly surveys (?!!)

→ would need to add lots of
Qs because no standard def
of disability

→ Agencies working on test Qs

→ if right, could make progress

→ is not

~~Q~~ should get OPM to focus on direct

NOTE TO: Ceci Rouse, Julie Fernandes, Tom Freedman, Mary Smith

FROM: Cynthia Rice

SUBJ: Two Civil Rights Commission Reports on the ADA

Attached please find the summaries and introductory chapters from two new reports from the U.S. Commission on Civil Rights:

Helping State and Local Governments Comply with the ADA (re: Justice Dept's role)

Helping Employers Comply with the ADA (re: EEOC's role)

which were transmitted to the President and to Congress at the end of September. I have the full copies, which came to us from Staff Secretary, in my office.

Please let me know what you think of these recommendations and how they interact with our other civil rights efforts (to increase funding for EEOC, etc.)

As you may recall the President, in his July 29th memorandum on employment of people with disabilities, directed "the Attorney General, the Chair of the Equal Employment Opportunity Commission, and the Administrator of the Small Business Administration to expand public education regarding the requirements of the ADA to employers, employees, and others whose rights may be affected, with special attention to small businesses and underserved communities, such as racial and language minorities that may not have ready access to information that is already available." I'm checking on the follow up.



Cynthia A. Rice

10/12/98 02:04:38 PM

Record Type: Record

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

cc:

Subject: Provisions of July 29th memorandum on public education re: ADA

I meant to ask in our conference call last week where things stand in following up on the part of the President's July 29th memorandum which directed "the Attorney General, the Chair of the Equal Employment Opportunity Commission, and the Administrator of the Small Business Administration to expand public education regarding the requirements of the ADA to employers, employees, and others whose rights may be affected, with special attention to small businesses and underserved communities, such as racial and language minorities that may not have ready access to information that is already available."

Are DOJ, EEOC, and SBA working on this?

Message Sent To:

Cecilia E. Rouse/OPD/EOP
ogle-becky @ dol.gov @ inet
Seth Harris @ 219-6924 @ fax
Lisa M. Brown/OVP @ OVP
Larry R. Matlack/OMB/EOP
Lori Schack/OMB/EOP

Berkey

Report ~~on~~ will include recommendations

- efforts on working group

- Federal employees

- civil rights

- welfare reform

- Small bus

- statistics

Seth

Background - describes the problem

Report from Working groups (w/ rec)

Exec Summary

Letter from Herman + Cochelo

Berkey - will send report through OMB clearance
- hope to have it done in 7-8 working days

Will Adopt

- 1) ~~Content~~ content structure
- 2) Operating Principles
- 3) Agenda

Original plan

→ Federal workers w/ disability
former welfare recip

→ highlight best practices
- CAP
= USDA?

→ Sect 508

~~XXXXXXXXXX~~

Hermant Cuelo present report to POTUS

~~A~~nnounce BRIDGE will be
in budget, not state amount

- (1) Scheduling memo
- (2) Operating Principles
- (3) Agenda
- (4) cont. structure
- (5) updated version



**PRESIDENTIAL
TASK FORCE ON
EMPLOYMENT
OF ADULTS
WITH
DISABILITIES**

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Washington, DC 20210
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October 7, 1998

Cynthia,

Enclosed, please find the following
PTFEAD documents:

POTUS Schedule Proposal
BRIDGE Program
PTFEAD Committee Structure
PTFEAD Preliminary Agenda
PTFEAD Operating Principles
PTFEAD Proposed Directives

Thanks,
Becky

Put Ability to Work!

<u> </u> ACCEPT	<u> </u> REGRET	<u> </u> PENDING
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TO: Stephanie Streett
Assistant to the President and Director of Scheduling

Lisa Berg
Director of Scheduling for the Vice President

Wendy Hartman
Deputy Director of Scheduling for the Vice President

THROUGH: Thurgood Marshall, Jr.
Assistant to the President and Cabinet Secretary

FROM: Alexis M. Herman
Secretary of Labor

REQUEST: An event with the President, the Vice President, and Members of the Presidential Task Force on Employment of Adults with Disabilities (Chair Alexis Herman and Vice-Chair Tony Coelho, along with other designated Administration officials serving on the Task Force.) The event will be open to the general public.

PURPOSE: Executive Order #13078 charges the Task Force with developing and recommending to the President a federal policy to reduce employment barriers for persons with disabilities, the Task Force will submit four reports, the first by November 15, 1998 as stated in Executive Order 13078 to be presented to the President at this event.

BACKGROUND: This first report will include a comprehensive analysis of six sections of the Executive Order that include the following: a review of the Federal employment policy for adults with disabilities; a review of the Personal Responsibility and Work Opportunity Reconciliation Act implications to adults with disabilities and civil rights statutes; entrepreneurial opportunities for adults with disabilities and strategies for helping low-income adults with

disabilities to create small businesses and micro-enterprises; a review of programs administered by the Departments of Transportation and Housing and Urban Development to see if they can be used to create new work incentives and to remove barriers to work for adults with disabilities; a review by joint Departments on their work to propose remedies to the prevention of people with disabilities from successfully exercising their employment rights under the Americans with Disabilities Act because of the receipt of monetary benefits based on their disability and lack of gainful employment and update on the progress of efforts to design and start a statistically reliable and accurate method to measure the employment rate of adults with disabilities.

DATE AND TIME:

November 16, 18 or 19, 1998
10:00 a.m.

DURATION:

One hour

LOCATION:

Reagan International Trade Building Grand Ballroom

PARTICIPANTS:

Alexis M. Herman, Secretary of Labor; Tony Coelho, Chair of the President's Committee on Employment of People with Disabilities; Secretary of Education, Richard Riley; Secretary of Veterans Affairs, Togo West; Secretary of Health & Human Services, Donna Shalala; Commissioner of Social Security Administration, Kenneth Apfel; Secretary of Treasury, Robert Rubin; Secretary of Commerce, Richard Daley; Secretary of Transportation, Rodney Slater; Administrator of the Small Business Administration, Aida Alvarez; Chair, Equal Employment Opportunity Commission, Paul Igasaki; Director, Office of Personnel Management, Janice Lachance, and the Chair of the National Council on Disability, Marca Bristo.

OUTLINE OF EVENT:

All Task Force Members seated behind upright podiums. Secretary Herman and Vice-Chair Coelho will present the report to President. The President would make brief remarks highlighting the significance of report and his commitment to tasks of eliminating barriers to employment of adults with disabilities. The President and the Vice President would then hear from a blue-ribbon panel, including a "best practice" personnel administration official, a federal worker with a

disability once a former welfare recipient and a demonstration of the Department of Defense's Computer Accessibility Program.

MEDIA COVERAGE:

White House Press Corps

RECOMMENDED BY:

Secretary of Labor Alexis M. Herman
Tony Coelho, Chair, PCEPD

CONTACT:

Lee Satterfield
Chief of Staff
Department of Labor

Rebecca Ogle
Executive Director
Presidential Task Force on Employment of
Adults with Disabilities

Building Resources for Individuals with Disabilities to Gain Employment (BRIDGE)

Introduction

On March 13, 1998, the President issued Executive Order No. 13078 entitled "Increasing Employment of Adults with Disabilities." The Executive Order directs federal agencies and departments to create a coordinated and aggressive national policy to accomplish that goal. As part of the effort to fulfill the President's mandate, the Departments of Labor, Education, Transportation, Commerce, Veterans Affairs, and Health and Human Services along with the Social Security Administration and the Small Business Administration are proposing the "Building Resources for Individuals with Disabilities to Gain Employment" ("BRIDGE") Program.

BRIDGE will help to increase the employment rate of adults with disabilities by fostering integration of employment-related and support services to adults with disabilities among state and local disability systems *at the point of delivery*. Through competitive grants, BRIDGE will help people with disabilities access all of the services they need to find and keep employment through a single point of entry, rather than having to sort through a dizzying bureaucracy on their own. BRIDGE will also foster effective integration of service delivery so that different agencies with related missions will work together to achieve their common goal: employment of adults with disabilities.

Background

According to the 1998 Harris Survey of Americans with Disabilities, two-thirds of individuals with disabilities between the ages of 16 and 64 are not working. Only three in ten working-age adults with disabilities are employed full or part-time. Seventy-five percent of those non-employed adults with disabilities have indicated that they would prefer to be working (Harris Survey, 1998.) The vast majority of these individuals receive income support and other services through federal, state, and local programs like Temporary Aid to Needy Families (TANF), Supplemental Security Income (SSI), Social Security Disability Income (SSDI), Medicaid (including Medicaid waiver programs), Medicare, mental health services, vocational rehabilitation, subsidized housing, and food stamps.

Even though legislation, technology, and changes in societal attitudes have improved the environment for employment, fewer than 1% per year of the eight million SSI and SSDI beneficiaries actually return to work and terminate benefits. In fact, over the past decade, the total number of SSI and SSDI disability beneficiaries has doubled and federal cash payments to these individuals have steadily increased to more than \$75 billion annually (SSA, 1998). The cost of related Medicaid coverage also continues to escalate. These figures will continue to increase dramatically with the growing incidence of disability in an aging population, and the migration of many Temporary Aid to Needy Families (TANF) recipients with disabilities from welfare to SSI/SSDI roles.

The Policy Problem

People with disabilities are a diverse population requiring a variety of services and supports to find and keep jobs. While a host of services and supports are currently provided by government, programs are dispersed among numerous departments and agencies. In addition, states and localities vary enormously in the structure, availability and effectiveness of their employment, health care, and other human services and support programs. The current fragmented approach to supplying these needed services and programs has rendered them less effective in assisting adults with disabilities in finding and maintaining competitive employment. In addition, while the programs are intended to accomplish the same outcome --- that is, employment for adults with disabilities --- they frequently do not work well together.

For example, adults with disabilities experience difficulty obtaining reliable information about employment opportunities and services, various work incentives, the myriad of state health care benefits under Medicaid, and the impact of work on their federal benefits status for SSI, SSDI, Medicaid and Medicare.

Lack of service coordination and integration results in negative consequences for employers and service providers, both public and private. Most important, they do not have ready access to skilled and effective workers with disabilities. But they also find their efforts to find workers with disabilities frequently wasted. For example, in some states, job counselors do not have access to job listings from agencies that administer employment and training programs. In addition, many different service providers (a vocational rehabilitation counselor, an employment training specialist, a supported employment job developer, or a representative from Projects With Industry) may all be independently contacting the same employer to develop employment opportunities for persons with disabilities. This results in duplication of effort, confusion, and complications in the relationship between the service providers and employer; the very relationship that is often critical to employment success.

Current Efforts

The Social Security Administration and the Departments of Labor, Education, and Health and Human Services have established grants programs to develop and evaluate models of program coordination, service/systems integration and systems change to increase employment outcomes for people with disabilities at the state and local level. These agencies have published individual and joint grant announcements for competitive grant awards that have been made in FY 1998.

- The Social Security Administration, in a project jointly funded with the Health and Human Services Department's Substance Abuse and Mental Health Services Administration/Center for Mental Health Services, is administering the "Cooperative Agreements for State Projects which Increase Employment of Individuals with Disabilities Who Receive Public Support."

- The Department of Labor's Employment and Training Administration (DOL/ETA) administers a Disability Employment and Initiatives grant program fostering linkages with the One-Stop Center system and interagency coordination of multiple service needs.
- The Department of Education's Office of Special Education and Rehabilitative Services (OSERS)/ Rehabilitation Services Administration (RSA), in a project jointly funded with DOL/ETA, is administering "Systems-Change Projects to Expand Employment Opportunities for Individuals With Mental or Physical Disabilities, or Both, Who Receive Public Support."

The BRIDGE Initiative

BRIDGE will build on the grants programs described above, with a greater emphasis on single-point-of-entry or "one-stop" service for adults with disabilities seeking to find and keep a job. Each adult with a disability --- each "customer" --- seeking the services needed to succeed in competitive employment should be able learn about, receive advice about, and gain access to all of the necessary services with the least effort possible, preferably with a single call or office visit. Thereafter, each of the services provided to our customers should be sufficiently integrated with all of the other necessary services so that they collectively accomplish their common goal of long-term employment and permanent attachment to the workforce. BRIDGE is consistent with the new workforce system infrastructure at the state and local level that will promote universal access through One-Stop Centers, integrated service delivery, enhanced customer information, and greater choice to improve employment potential and opportunity.

BRIDGE will emphasize the need to focus on the point of the delivery of services and the need to be flexible and adapt to state and local conditions. For this reason, state and local agencies will be given the greatest leeway possible to assemble and organize consortiums that best serve their populations. Grant proposals will be designed to enhance service delivery through One-Stop Centers with expanded wrap-around counseling, provision of information that can maximize scarce resources and employment outcomes, and other approaches that address customer and community barriers to employment through integrated and coordinated service delivery.

The selection process for the BRIDGE grants would take into account any lessons learned in the existing SSA, DOL, and DoEd grants programs. Further, grantees under the existing programs would be allowed to apply for additional funds to expand their current efforts. All applicants would also be required to identify and discuss the implications of their proposed efforts to grants in their state or localities under the existing programs.

Target Population

Consortia of agencies providing services to individuals with mental or physical disabilities, or both, who are participants in federal, state, and/or local public support programs (e.g., TANF, SSI, SSDI, Medicaid, Medicare, subsidized housing, and food stamps, etc.) will be eligible to compete for grants under the BRIDGE program.

Eligible Applicants

Each applicant must be a consortium of state and/or local agencies that provide or could provide a range of supports and services to adults with disabilities which lead to finding and keeping employment. The agencies must have the legal authority to provide the services they propose. Consortia may include not-for-profit providers of employment, assistive technology, health and other related services to adults with disabilities.

Successful applicants would demonstrate that they have identified the means to integrate and coordinate the services provided across agencies and to remove barriers to employment for adults with disabilities. Successful applicants would also demonstrate that they consulted with diverse elements within the community of adults with disabilities in the planning, implementation, and evaluation of the project. Finally, successful applicants would be judged, in part, on the extent to which they will match BRIDGE funds with appropriate federal, state, and/or local funds.

To be considered for a BRIDGE grant:

- Consortia must include the following five public agencies which must, in turn, contribute resources to the work of their consortia over the span of the grants:

Local and/or district offices of SSA
State Medicaid/state medical assistance agency
State Vocational Rehabilitation agency
Veterans Administration Regional Office/Vocational and Counseling
Local Workforce Investment Board/One-Stop Centers

- Applications will be given substantial additional credit in the selection process if the consortium includes any of the following entities that demonstrate a commitment of cash or in-kind services to the work of their consortia:

Independent Living Centers
State developmental disability agency
State mental health agency
State mental retardation agency
State TANF agency
State/local transportation agency/public transit authorities, metropolitan planning organization
Vocational rehabilitation for the blind and deaf

- Applications will be given some additional credit in the selection process if the consortium includes the following entities as formal partners (e.g., through MOUs or other types of formal agreements):

Community colleges
Consumer organizations
Economic development agency
Education agency/boards of education
Labor organizations
Private non-profit service providers
Protection and advocacy agency
Public housing authority
School-to-work agency
Small business administration district office and/or small business development center

Finally, up to 5 percent of the grant amount would be reserved for rigorous evaluation. Each successful applicant would be required to demonstrate an ability and willingness to cooperate in a meaningful fashion in an overall evaluation of their coordination and integration efforts.

Allowable Activities

Allowable activities include those needed to achieve program integration and improved coordination of existing local, state, and federal programs in the delivery of services to adults with disabilities and their achievement of self-sustaining employment and economic independence.

Allowable activities include:

- planning, development and implementation of cooperative agreements;
- establishing partnerships among entities to provide integrated income assistance, health and other benefits, job training and placement, and other employment-related services, such as transportation assistance;
- providing training among consortium partners and required partners under the Workforce Investment Act to increase knowledge and awareness of incentives, available services, and health care waiver provisions, and to promote equal opportunity for the effective participation of individuals with disabilities in the workforce investment system;
- comprehensive pre-service assistance, including counseling on benefits and incentives under the Social Security Act and information on the array of available services to individuals with disabilities that increase the ability to obtain and retain employment;
- developing and implementing procedures that promote a “single point of entry” or “one-stop service delivery” such as common intake, coordination of customer data bases, customer service hotlines, and access to information resources through technology or staff assistance;
- establishing linkages of consortium partners with services provided through One-Stop Center system, under the Workforce Investment Act of 1998, to ensure comprehensive and coordinated delivery of employment-related services to individuals with disabilities;

- establishing linkages with other providers of services that people with disabilities may need to find and keep gainful employment, including local public agencies, not-for-profit service providers, community based organizations, and educational institutions;
- implementing information technology linkages to One-Stop Center infrastructure providing labor market, skill requirements, job listings and available training providers; however, available funding for information technology infrastructure development and implementation will be limited to 20%, with any additional support funded by respective consortium partners; and
- evaluation of program or activities funded by BRIDGE grants.

With the exception of pre-service assistance, BRIDGE funds can not be used for direct services and direct services must be provided by the local, state and/or federally funded program available for that purpose. The intent of BRIDGE is to make these services readily accessible and comprehensible to the consumer.

Availability of Funding

BRIDGE grants would be awarded from a national account of \$150 million in FY 2000. Grants would last for three years with funding in FY 2001 and FY 2002 contingent upon subsequent appropriations. Current funding for traditional disability employment programs would not be supplanted by this initiative.

Expected Outcomes

These grants will produce a diverse array of integrated and coordinated service systems in states and local areas across the country that will effect the following. Some of the expected outcomes will include the following:

Adults with disabilities will:

- enter into gainful employment within a competitive work environment at a higher rate of pay than they receive currently;
- more easily and rapidly access a wider and more diverse array of employment services resulting in efficient and rapid job placement that will improve job skills, job opportunities, job placement, and job retention for adults with disabilities;
- be more satisfied with employment and related support services;
- have more input concerning their life goals and career plans;
- have more choices with respect to employment and career decisions;
- be more readily accommodated within the work force;
- have a better understanding of work incentive provisions; and
- report that their quality of life has improved.

State and local service delivery systems will:

- be less fragmented, have improved communication across systems, and be more efficient by decreasing duplication of services;
- be more user friendly and customer oriented;
- be more cost-effective than services provided in less integrated delivery service systems;
- systematically decrease barriers to employment of adults with disabilities at state and local levels (e.g. lack of: transportation, health care/insurance, education, workforce training, housing, assistive technology, civil rights, on-site and off-site job accommodations and long-term follow-along supports);
- increase the use of Medicaid waivers and individual waivers of SSA eligibility and income requirements; and
- realize substantial cost savings in terms of reducing the costs of public benefit programs.

Attachment: Proposed Legislative Language for Allowable Activities

SEC. __. AUTHORIZED BRIDGE PARTNERSHIP ACTIVITIES.--

(a) Systems Change Grants.-- Funds made available from appropriations for carrying out this Act may be used to provide assistance pursuant to grants or contracts with eligible entities in each State for--

(1) the establishment of partnerships utilizing existing local, State, and Federal resources for the purpose of achieving the coordinated provision of integrated income assistance, health and other benefits, job training and placement, and other employment-related services for adults with disabilities;

(2) the planning, development, and implementation of cooperative agreements among consortium members establishing such new partnerships;

(3) making arrangements to link such services with local one-stop delivery systems under the Workforce Investment Act of 1998 in a manner that comprehensively supports coordinated delivery of employment-related services to individuals with disabilities;

(4) the provision of training and technical assistance to consortium partners under this Act and to all components of the Statewide workforce investment system under the Workforce Investment Act of 1998 in order--

(A) to increase awareness of the availability of and the eligibility requirements for employment-related benefits, services, and training for adults with disabilities; and

(B) to promote equal opportunity for the effective participation of individuals with disabilities in workforce investment activities in the State through improved understanding and knowledge of program accessibility needs and requirements;

(5) the development and implementation of procedures designed to enhance the provision of services for adults with disabilities through such means as common intake, resource information and assistance (including assistance in resume preparation and career development, and information on employment-related services, programs, and benefits), the development of customer databases and customer service hotlines, and appropriate employment-related counseling and referrals, utilizing single point-of-entry systems involving appropriate electronic and staff assistance;

(6) the development of information systems that link consortium partners with the Statewide workforce investment system and with national, State, and local labor market information resources, including employment statistics and information on job vacancies;

(7) the establishment of linkages with other providers of services that adults with disabilities may need in order to find and keep gainful employment, including such providers as local public agencies, not-for-profit service providers, community-based organizations, and educational institutions;

(8) the establishment of arrangements for the provision of comprehensive pre-service assistance for individuals with disabilities, including counseling on benefits and incentives under the Social Security Act, and information on the array of available services, including transportation assistance and subsidies; and

(9) evaluation of programs or activities funded under this Act.

(b) IMPROVED SERVICES TO BETTER SERVE TARGETED POPULATIONS. --

In order to better serve targeted sub-populations among adults with disabilities, funds made available from appropriations for carrying out this Act may be used to provide assistance pursuant to grants or contracts--

(1) to enable a State's publicly-funded entities serving specific sub-populations of adults with disabilities (including individuals who are blind or deaf, or have psychiatric or developmental disabilities, and others) to provide training and technical assistance to consortium partners, relating to the specific needs and barriers faced by their clients;

(2) to identify and implement systems changes that address unique barriers to employment for targeted sub-populations, including--

(A) linkages and improved access to transportation for those with mobility impairments;

(B) resolution of housing issues facing those experiencing de-institutionalization or loss of public housing support; and

(C) other barriers to entry into employment and job retention; and

(3) to identify and implement service delivery approaches for targeted sub-populations that bridge or cut across the relevant State systems, in order to address specific barriers confronting such sub-populations.

(c) INFORMATION TECHNOLOGY.-- Not to exceed 20 percent of the amounts available for grants under this section may be used for the acquisition of computer hardware and software to facilitate linking or consolidating information or services provided by existing State, local, and Federal providers.

**Presidential Task Force on Employment of Adults with Disabilities
Committee Structure**

Access to Employment and Lifelong Learning Committee

The Committee shall:

Analyze the existing programs and policies of Task Force member agencies to determine what changes, modifications, and innovations may be necessary to remove barriers to work faced by people with disabilities.

Examine and make recommendations relating to lifelong learning programs not created specifically to serve the needs of adults with disabilities, and their openness and accessibility to adults with disabilities and the outcomes they effect for adults with disabilities participation in the workforce. Further, examine whether these programs have an appropriate customer focus for adults with disabilities.

Analyze and make recommendations relating to youth programs designed to place individuals in private sector employment, and the outcomes of those programs for young people with disabilities in completing school, developing job specific skills, achieving gainful employment, and avoiding incarceration.

Examine and make recommendations relating to lifelong learning programs created specifically to serve the needs of youth and/or adults with disabilities and the effect on the ability and willingness of people with disabilities to participate in the workforce.

Examine and make recommendations relating to the integration and coordination of lifelong learning programs that serve adults with disabilities into the broader education and workforce development systems.

Evaluate and, where appropriate, coordinate and collaborate on, research and demonstration priorities of Task Force member agencies related to employment of adults with disabilities.

Program areas for focus of these committee activities may include, but are not limited to One-Stops, Welfare-to-Work, School-to-Work and youth programs related to employment, Vocational Rehabilitation, State Mental Health and Mental Retardation Systems, Ticket to Independence, and PASS.

Examine and make recommendations relating to statistically valid measures of the employment of adults with disabilities throughout the economy.

Examine and make recommendations relating to the availability, cost, and use of assistive technology in the employment of adults with disabilities.

Examine and make recommendations relating to the accessibility of technologies and the national and international infrastructure to working adults with disabilities.

Review and take appropriate action on the reports and recommendations arising out of the Task Force's work to fulfill the mandate contained in Section 2(b) and 2(f) of the Executive Order.

Track and report on implementation of recommendations approved by the Task Force.

Members:

Co-Chairs, Secretary Herman (Ray Uhalde and Al Borrego) and Secretary Riley (Judy Heumann)

Secretary Shalala (Margaret Hamburg and Nancy Ann Minn DeParle and Sue Swenson)

Secretary West (Joe Thompson and Jeff Goetz)

Secretary Slater (Nancy McFadden and Ron Stroman)

Commissioner Apfel (Susan Daniels)

Secretary Daley (NTID)

White House National Economic Council

Secretary Rubin (Karl Scholz)

Substance Abuse and Mental Health Services Administration (Dr. Bernard Arons)

HEALTH CARE & INCOME SUPPORT PROGRAM COMMITTEE

The Committee shall:

Analyze the existing programs and policies of Task Force member agencies to determine what changes, modifications, and innovations may be necessary to remove barriers to work faced by people with disabilities.

Examine and make recommendations relating to how health care quality and access to health care and health insurance affect the ability and willingness of adults with disabilities to participate in the workforce.

Examine and make recommendations relating to existing systems and possible new approaches for access to home and community-based services, including personal assistance services.

Examine and make recommendations relating to the relationship between federal, state and private income support programs and the ability and willingness of adults with disabilities to participate in the workforce.

Examine and make recommendations relating to how participation in federal income support programs and the current structure of these programs affect the ability and willingness of adults with disabilities to participate in the workforce.

Examine and make recommendations relating to the relationship between eligibility for income support programs and eligibility for federal or state health insurance programs and any resulting effect on the ability and willingness of adults with disabilities to participate in the workforce.

Examine and make recommendations for work-related and consumer-driven, long-term supports and wrap-around services, including personal assistance independent living services.

Program areas for focus of these committee activities may include, but are not limited to Medicare, Medicaid, SSI, SSDI, FECA, Vets Income Support, workers' compensation, unemployment insurance and private insurance.

Evaluate and, where appropriate, coordinate and collaborate on, research and demonstration priorities of Committee member agencies related to employment of adults with disabilities.

Track and report on implementation of recommendations approved by the Task Force.

Members:

Chair, Secretary Health and Human Services Donna Shalala
Vice-Chairs, Administrator Nancy-Ann Min DeParle, HCFA and
Commissioner Kenneth Apfel, SSA
Secretary Herman (Michael Kerr)

Director Lachance (Ed Flynn)
Secretary Togo West (Ken Clark, Chief Network Officer, Veterans
Health Administration, Veterans Affairs)

CIVIL RIGHTS COMMITTEE

The Committee shall:

Analyze the existing programs and policies of Task Force member agencies to determine what changes, modifications, and innovations may be necessary to remove barriers to work faced by people with disabilities.

Examine and make recommendations relating to enforcement, education, and litigation strategies undertaken by the Federal agencies charged with administering the Americans with Disabilities Act and other laws and regulations providing protections for adults with disabilities in employment.

Analyze and make recommendations relating to the use of alternative dispute resolution to resolve issues associated with the employment of adults with disabilities.

Review and take appropriate action on the reports and recommendations arising out of the Task Force's work to fulfill the mandate contained in Section 2 (e) of the Executive Order.

Cooperate with the Task Force Committee on Federal Government as a Model Employer, when appropriate, to improve Federal policy and practices in employment nondiscrimination for adults with disabilities.

Track and report on implementation of recommendations approved by the Task Force.

Members:

Chair, Chairman Igasaki (Paul Miller)
Secretary Herman (Bernard Anderson)
Attorney General Reno (Bill Lee)
Secretary Riley (Norma Cantu)
Marca Bristo (Andy Imparto)
Secretary Slater (Ron Stroman)

ECONOMIC INCENTIVES & ENTREPRENEURSHIP COMMITTEE

The Committee shall:

Analyze the existing programs and policies of Task Force member agencies to determine what changes, modifications, and innovations may be necessary to remove barriers to work faced by people with disabilities.

Examine and make recommendations relating to tax provisions affecting employers or adults with disabilities that influence the ability or willingness of adults with disabilities to participate in the workforce.

Analyze and make recommendations relating to small business and other entrepreneurial opportunities for adults with disabilities.

Review and take appropriate action on the reports and recommendations arising out of the Task Force's work to fulfill the mandate contained in Section 2 (c) of the Executive Order.

Examine and make recommendations relating to the impact of the Randolph-Sheppard Act and the Jarvis-Wagner-O'Day Act on employment outcomes for adults with disabilities.

Examine and make recommendations relating to federal transportation efforts that serve adults with disabilities, and their effect on the ability and willingness of adults with disabilities to participate in the workforce.

Examine and make recommendations for a coordinated and aggressive national policy to develop small business and entrepreneurial opportunities for adults with disabilities, and strategies for assisting low-income adults, including those with disabilities, to create small businesses and micro-enterprises.

Examine and make recommendations for consumer-driven, long-term supports and services in transportation and accessible and integrated housing.

Evaluate and, where appropriate, coordinate and collaborate on, research and demonstration priorities of Committee member agencies related to employment of adults with disabilities.

Track and report on implementation of recommendations approved by the Task Force.

Members:

Chair, Administrator Alvarez

Vice Chair Coehlo (John Lancaster)

Secretary Rubin (Karl Scholz)

Secretary Daley (Chet Straub)

Secretary Herman (Ray Uhalde/BAT)

Secretary Cuomo (Thea Spires)

Secretary Slater (Deputy Secretary Mort Downey) (Attention to: Office of Small and

Disadvantaged Business Utilization)
Secretary Riley (Fred Schroeder)
Commissioner Apfel (Susan Daniels)
Secretary West (Joe Thompson)

Support agencies: Committee for Purchase from People Who Are Blind or Severely Disabled

FEDERAL GOVERNMENT AS A MODEL EMPLOYER COMMITTEE

The Committee shall:

Analyze the existing programs and policies of Task Force member agencies to determine what changes, modifications, and innovations may be necessary to remove barriers to work faced by people with disabilities.

Examine and make recommendations relating to compliance by federal agencies with the Rehabilitation Act and other laws and regulations associated with the employment of adults with disabilities in the federal government.

Examine and make recommendations relating to federal employment policy and its effects on employing adults with disabilities in the federal government.

Review and take appropriate action on the report and recommendations of Section 2 (a) of the Executive Order.

Examine and make recommendations relating to the accessibility of technologies for federal employees with disabilities.

Analyze and make recommendations relating to the Federal Employee Health Benefits Plan (FEHBP) service strategies and job retention for federal employees with disabilities.

Examine and make recommendations relating to the accessibility of the federal government's facilities and buildings for federal employees with disabilities.

Track and report on implementation of recommendations approved by the Task Force.

Members:

Chair, Director LaChance

Secretary Herman (Pat Lattimore)

Chairman Igisaki (Paul Miller)

Administrator Barram, General Services Administration (Office of Nationwide Policy)

Secretary Riley (Nostra Xantu)

Chairman Tony Coelho, PCEPD (John Lancaster)

Support Members:

Architectural and Transportational Barriers Compliance Board (Larry Roffee)

Judy Gilliam (Management for DOD CAP-TEC)

STATISTICS COMMITTEE

The Committee shall:

The Bureau of Labor Statistics of the Department of Labor and the Census Bureau of the Department of Commerce, in cooperation with the Departments of Education and Health and Human Services, the National Council on Disability, and the President's Committee on Employment of People with Disabilities shall design and implement a statistically reliable and accurate method to measure the employment rate of adults with disabilities as soon as possible, but no later than the date of termination of the Task Force. Data derived from this methodology shall be published on as frequent a basis as possible.

Health Care and Employment

1. Examine and make recommendations relating to how health care quality and access to health care and health insurance affect the ability and willingness of adults with disabilities to participate in the workforce.
2. Examine and make recommendations relating to existing systems and possible new approaches for access to home and community-based services, including personal assistance services, and their affect on the ability and willingness of adults with disabilities to participate in the workforce.

Income Support and Employment

1. Examine and make recommendations relating to the relationship between federal, state and private income support programs and the ability and willingness of adults with disabilities to participate in the workforce.
2. Examine and make recommendations relating to how participation in federal income support programs and the current structure of these programs affect the ability and willingness of adults with disabilities to participate in the workforce.
3. Examine and make recommendations relating to the relationship between eligibility for income support programs and eligibility for federal or state health insurance programs and any resulting effect on the ability and willingness of adults with disabilities to participate in the workforce.

Access to Employment and Lifelong Learning

1. Examine and make recommendations relating to lifelong learning programs not created specifically to serve the needs of adults with disabilities, and their openness and accessibility to adults with disabilities and the outcomes they effect for adults with disabilities participation in the workforce. Further, examine whether these programs have an appropriate customer focus for adults with disabilities.
2. Examine and make recommendations relating to lifelong learning programs created specifically to serve the needs of youth and/or adults with disabilities and the effect on the ability and willingness of people with disabilities to participate in the workforce.
3. Examine and make recommendations relating to the impact of the Randolph-Sheppard Act and the Jarvis-Wagner-O'Day Act on employment outcomes for adults with disabilities.
4. Examine and make recommendations relating to the integration and coordination of lifelong learning programs that serve adults with disabilities.
5. Analyze and make recommendations relating to youth programs designed to move people from school to work and the outcomes of those programs for young people with disabilities in completing school, developing job specific skills, achieving gainful employment, and avoiding incarceration.
6. Examine and make recommendations relating to existing Social Security Act provisions and their affect on the employment of youth.
7. Examine and make recommendations relating to tax provisions affecting employers or adults

with disabilities that influence the ability or willingness of adults with disabilities to participate in the workforce.

Economic Incentives and Entrepreneurship

1. Analyze and make recommendations relating to small business access to capital for business creation, and other entrepreneurial opportunities for adults with disabilities.

Civil Rights

1. Examine and make recommendations relating to enforcement, education, and litigation strategies undertaken by the Federal agencies charged with administering the Americans with Disabilities Act and other laws and regulations providing protections for adults with disabilities in employment.
2. Analyze and make recommendations relating to the use of alternative dispute resolution to resolve issues associated with the employment of adults with disabilities.

Accessible, Successful Workplaces

1. Examine and make recommendations relating to the availability, cost, and use of assistive technology and other workplace accommodations in the employment of adults with disabilities.
2. Examine and make recommendations relating to the accessibility of technologies and the national and international infrastructure to working adults with disabilities.

Federal Government as a Model Employer

1. Examine and make recommendations relating to compliance by federal agencies with the Rehabilitation Act and other laws and regulations associated with the employment of adults with disabilities in the federal government.
2. Examine and make recommendations relating to federal employment policy and its effects on employing adults with disabilities in the federal government.
3. Examine and make recommendations relating to the accessibility of technologies for federal employees with disabilities.
4. Analyze and make recommendations relating to the Federal Employee Health Benefits Plan (FEHBP) service strategies and job retention for federal employees with disabilities.
5. Examine and make recommendations relating to the accessibility of the federal government's facilities and buildings for federal employees with disabilities.

Measuring Employment

Examine and make recommendations relating to statistically valid measures of the employment of adults with disabilities throughout the economy.

Transportation and Employment

1. Examine and make recommendations relating to federal transportation efforts that serve adults with disabilities, and their effect on the ability and willingness of adults with disabilities to participate in the workforce.

**PRESIDENTIAL TASK FORCE ON EMPLOYMENT
OF ADULTS WITH DISABILITIES**

PROPOSED OPERATING PRINCIPLES

The Presidential Task Force on Employment of Adults with Disabilities will conduct its meetings and deliberations consistent with the following principles:

1. **Policy decisions of the Task Force and recommendations to the President will ordinarily be made by consensus. Where a minority disagrees with the views of a sizable majority, in the discretion of the Chair, the minority may submit its own report to accompany the Task Force's recommendation.**

The President directed this Task Force to create a coordinated and aggressive national policy to bring adults with disabilities into gainful employment at a rate that is as close as possible to that of the general adult population. Finding the correct combination of strategies to achieve the desired result will require the fullest possible commitment and involvement of the many federal agencies and departments represented on the Task Force. Consequently, the Task Force and its instrumentalities will seek to make decisions and develop recommendations through consensus.

This mandate is so broad and complex that consensus may not be possible in every instance. Where appropriate in the small number of cases in which Task Force members holds views sufficiently strong to make consensus impossible, the Chair of the Task Force may exercise her discretion to permit a minority of Task Force members to express a dissenting view in writing to accompany the Task Force's recommendations to the President.

Administrative and managerial issues will be decided by the Chair and the Vice-Chair acting on the advice of the Executive Director and Task Force staff.

2. **Task Force meetings will be held approximately quarterly, unless the Chair concludes that additional meetings are required. Task Force members will endeavor to participate fully in each of the Task Force's meetings. When a Task Force member is unable to attend all or part of a meeting, the Task Force member will seek to maintain full participation of another senior official in his or her agency or department empowered to make commitments on behalf of the agency or department.**

Solving the complex problems underlying the low rate of employment for adults with disabilities will require focused attention at the highest levels of each involved agency. Significant policy decisions, regulatory changes, legislative proposals, and budget adjustments may be required. Accordingly, maximum participation by the Cabinet officials and other Task Force members assigned to the Task Force by the President is essential. Members should make every attempt to attend the Task Force's quarterly meetings and, when busy schedules permit, stay for the duration of the meetings.

Efficiency requires that the Task Force continue its work even in those few circumstances when individual Task Force members cannot attend a meeting. Senior surrogates with the full authority to express the views of their principals are welcome in those limited circumstances. These surrogates are expected to be Assistant Secretary-level or more senior. The Chair retains the discretion to limit participation in Task Force events to principals in appropriate situations.

3. *The Chair will create subcommittees of the Task Force which will, in turn, be chaired by members of the Task Force. The subcommittees will carry out the analytic work of the Task Force and make proposals and recommendations to the full Task Force.*

The Task Force has only four years to complete its work and limited staff and budgetary resources. The Task Force must establish priorities and work expeditiously. To accomplish its broad mandate priority issues will be grouped into topical areas and assigned to a subcommittee. It is anticipated that there will be five subcommittees in operation at any given time, each chaired by members of the Task Force and consisting of other Task Force member with appropriate staff from the involved agencies. The subcommittees will work closely with the appropriate staff for the National Economic Council, the Domestic Policy Council, and the Office of Management and Budget. All proposals and issues assigned to subcommittees will be reported to the full Task Force for consideration and approval of any of recommendations to the President.

Subcommittees will hold regular meetings as called for by the subcommittee chair and as often as the work of the subcommittee requires. Like the full Task Force, the subcommittees will ordinarily make decisions and recommendations by consensus. The subcommittee chairs will provide progress reports to the full Task Force on each subcommittee's work on a regular basis. Coordination of the work of the subcommittees will be facilitated by Task Force staff.

4. *The Task Force will provide coordinating and technical assistance to agencies and departments charged with particular responsibilities under Section 2 of Executive Order No. 13078.*

Section 2 of the Executive Order mandates that certain agencies carry out six specific mandates. The Task Force staff will continue to help these agencies and departments to fulfill their responsibilities under the Executive Order. In particular, the Task Force staff will organize meeting between agencies and departments charged with working together under the Executive Order. The Task Force will also provide a vehicle for agencies and departments to report to the President on their progress by the specified deadline of November 15, 1998.

5. *Executive Order No. 13078 directs the Task Force to provide four reports to the President, with its first report due to the President by November 15, 1998. The Task Force will issue subsequent reports to the President on November 15, 1999, November 15, 2000, and a final report on July 26, 2002 -- the 10th anniversary of the initial implementation of the employment provisions of the Americans with Disabilities Act of 1990.*

July 21, 1998

**PRESIDENTIAL TASK FORCE ON EMPLOYMENT
OF ADULTS WITH DISABILITIES**

PROPOSED DIRECTIVES

The following list of proposed directives are in descending order of importance to the disabled community. (Directives 1-3 would be considered the most exciting because they have budget implications; 4-11 would be moderately exciting; and 12-18 would be, well, interesting to the community.) Also included are four proposed Presidential "challenges."

Directives with Budget Implications:

1. ***The President directs the Department of Health and Human Services, Social Security Administration, Office of Management and Budget, and the Treasury Department to propose for inclusion in the President's FY 2000 budget provisions that would expand Section 4733 of the Balanced Budget Act of 1997, which currently allows states to provide Medicaid coverage to working individuals with disabilities at a premium according to an income-related sliding scale. (This directive is an incremental step or place-holder toward Kennedy/Jeffords. Chris Jennings and others at DPC are diligently working toward a compromise with Kennedy/Jeffords.)***

The disability community is actively involved in efforts to pass the Kennedy/Jeffords legislation which does more to address the needs of employment of adults with disabilities than any current legislative initiatives. And, they would like the Administration to support the bill as well. This directive would support the principles in Kennedy/Jeffords without supporting specifics in the bill and therefore would meet the disability community part-way. The downside is that the disability community may not view this support as adequate.

2. ***The President directs the Department of Treasury to propose, as part of the President's FY 2000 Budget, a tax credit for employers and/or individuals with disabilities who have extraordinary disability-related expenses such as assistive technology or personal assistance services.***

Working adults with disabilities often have a disincentive to work because of the high cost of personal attendant services. Similarly, the cost to employers of hiring an individual requiring personal attendant services can be prohibitive. Therefore, a tax credit for work-related assistance services would have a positive impact on the employment of individuals with disabilities.

3. ***The President directs the Labor Department, Education Department, Social Security Administration, Small Business Administration, Transportation Department, Commerce Department, Health and Human Services Department, and Veterans Affairs Department to propose for inclusion in the President's FY 2000 budget the Building Resources for Individuals with Disabilities to Gain Employment (BRIDGE) program. The purpose of this proposed grants program is to increase the employment rate of adults with disabilities by fostering interdisciplinary consortiums of and service integration by providers of services to adults with disabilities at the state and local level.***

Because adults with disabilities often require services and resources from a variety of places (such as health care and transportation), if agencies and departments are not well coordinated it can be difficult for the disabled to have adequate information to obtain and retain employment. This program would help facilitate such coordination by providing planning grants to organizations to create partnerships between the many agencies serving the disabled community.

NOTE: OMB is strongly opposed to including any language which directs the agencies to propose specific items for inclusion in the FY00 budget, as this bypasses the budget process. They would prefer to replace proposals 1-3 with something along the lines of the following:

The President directs all agencies to consider ways of helping adults with disabilities to participate in the workforce as they develop their proposals for the FY2000 budget while recognizing the challenges that agencies and the government face in maintaining fiscal discipline in a manner that is consistent with the guidelines established by the Administration.

Moderately Exciting Directives

4. ***The President directs the Small Business Administration to launch a new outreach campaign to educate Americans with disabilities who own or want to start their own businesses about increased access to the Section 8(a) program and to the untapped advantages of being "a small socially and economically disadvantaged business (SDB)."***

Section 8(a) provides contracting opportunities for disadvantaged businesses. An outreach campaign would improve information to the disabled community about their eligibility for this program. [This option is still be vetted with SBA and OMB.]

5. ***The President directs the Department of Health and Human Services to take all necessary actions to inform Governors, state legislators, state Medicaid Directors, consumer organizations, employers, providers and other interested parties of the new Medicaid buy-in options in the Balanced Budget Act that would assure medical insurance for workers with disabilities and people with disabilities seeking employment.***

This directive is important because many Governors, state Medicaid Directors, consumer organizations, employers and other interested parties are simply unaware of the new provisions in the Balanced Budget Act.

6. ***The President directs all federal agencies and departments to evaluate whether the electronic and information technology they use are accessible to federal employees with disabilities as required by the Administration's proposed reauthorization changes to Section 508 of the Rehabilitation Act of 1973, as amended. Each agency and department will submit a report containing this evaluation to the Attorney General by not later than 6 months after the enactment of the new law. The General Services Administration and the Access Board will provide technical assistance to other federal agencies and departments concerning existing technical and functional performance criteria and evaluation tools.***

7. ***The President directs all federal agencies and departments to make their Internet sites accessible to individual with disabilities by July 1, 1999. The President further directs the Council of Chief Information Officers to provide technical assistance and guidance consistent with the universal design guidelines established through the joint Federal Government-World Wide Web Consortium Web Accessibility Initiative initiated by the White House last year.***

The previous two proposed directives would highlight that the Federal government is committed to making its computer and electronic devises accessible to individuals with disabilities.

8. ***The President directs the Office of Management and Budget to inform all federal agencies and departments about the rules governing the budget and personnel status of Schedule A readers, interpreters, or other personal assistance service providers providing reasonable accommodations to federal employees as required by Section 504 of the Rehabilitation Act. The President further directs Office of Personnel Management periodically to distribute and update information on the use of special non-competitive hiring authorities, including those relating to disabled veterans and Schedules A and B for use by federal managers and supervisors with hiring authority.***

Because many departmental and agency officials are unaware of the rules governing the acquisition of special devices and services for the disabled, improving this information would increase hiring of adults with disabilities in the Federal government.

9. ***The President directs the Department of Justice and the EEOC to develop a public education campaign to provide information regarding the requirements of the Rehabilitation Act and the Americans with Disabilities Act to employers, employees and others whose rights may be affected, with special attention to under-served constituencies.***
10. ***The President directs the EEOC, the Department of Justice, and the Small Business Administration to increase educational outreach to small businesses regarding their obligations under the Americans with Disabilities Act.***

The previous two proposed directives would increase information to employees, employers, and others regarding the rights of individuals with disabilities.

Interesting Directives

11. ***The President directs the Department of Labor to assure that America's Job Bank and America's Talent Bank are accessible to individuals with disabilities seeking employment.***

This directive highlights that the Federal government is committed to making its services accessible to individuals with disabilities.

12. ***The President directs the Departments of Labor, Education, Health and Human Services, Veterans Affairs, Transportation, the Small Business Administration, and the Social***

Security Administration to assure that all appropriate programs relating to the employment of adults with disabilities are integrated into the One-Stop Career Center system.

Because the interpretation of the principle of universality has been left to the local One-Stop Centers, the disability community concerned that their interests are not adequately represented in many One-Stop Centers. This directive would encourage the One-Stop System to integrate consumers with disabilities into their system.

13. ***The President directs the Veteran's Administration Vocational Rehabilitation and Counseling Service (VR&C), in cooperation with Department of Labor's Veterans' Employments and Training Services (VETS) and State Employment Security Agencies, to conduct a program of training for line service providers in skills related to competent and progressive employment services case management. VR&C and VETS management shall report the results of this training initiative to the Task Force by December 1, 1998.***

This directive attempts to minimize duplication within the Federal government by encouraging two systems that have historically not worked together to do so in order to achieve the common goal of increasing the employability of adults with disabilities.

14. ***The President directs all federal agencies and departments to work with the President's Committee on Employment of People with Disabilities to increase the number of qualified student interns with disabilities who are hired in FY 1999 and beyond.***
15. ***The President directs the Department of Education, the Social Security Administration, the National Council on Disability, and the President's Committee on Employment of People with Disabilities, in cooperation with the Office of Personnel Management, to encourage colleges and universities to increase the number of qualified candidates with disabilities nominated to be hired by federal agencies and departments in FY 1999 under the Presidential Management Interns and Presidential Scholars programs.***

The previous two directives are aimed at increasing the employment of young adults with disabilities in the Federal workplace. Young adults with disabilities are often overlooked and underutilized in activities that relate to opportunities for employment in the Federal government and improved access to these programs would provide them with long-sought opportunities.

16. ***The President directs the Department of Transportation to develop a single point-of-contact and extensive outreach strategy for technical assistance and public information that clearly explains the rights and protections of these Acts.***
17. ***The President directs the Department of Transportation to analyze and prepare materials explaining the new Transportation Equity Act's provisions applicable relating to people with disabilities and to include these materials in DOT's outreach and public meetings on the law.***
18. ***The President directs the Department of Transportation to address disability-related transportation issues in the deployment of the Intelligent Transportation System.***

The previous three proposed directives highlight the importance of accessible transportation for adults with disabilities. The disability community has been unhappy with DOT's unwillingness to enforce the rights and protections of the ADA, Air Carriers Access Act, and other provisions that they enforce. These proposed directives would ease some of their concerns about DOT, but would fail to address the larger concerns of vigorous enforcement of their rights.

Presidential Challenges

1. ***The President challenges Congress to enact, before adjourning this year, the Ticket to Independence. The Ticket would provide resources for and allow customer choice in the selection and purchase of necessary services to enable adults with disabilities to find and keep gainful employment.***

Both the Administration and the disability community actively support the Ticket to Independence provisions as passed by the House of Representatives last month.

2. ***The President challenges Congress to extend the work opportunity tax credit (WOTC) and the welfare-to-work tax credit through April 30, 2000. The President directs the Labor Department, the Education Department, the Small Business Administration, the Social Security Administration, and the Veterans Affairs Department to provide guidance to their respective systems and other interested parties to maximize opportunities for employers of vocational rehabilitation and Supplemental Security Income recipients to use the Work Opportunities Tax Credit.***

This directive is intended to improve employment outcomes for veterans in vocational rehabilitation by assuring that they are served by staff skilled in case management in a coordinated VA and DOL service delivery system.

3. ***The President challenges Congress to enact, before adjourning this year, a Patients' Bill of Rights. The Bill of Rights would require a choice of providers including provider network adequacy provisions, access to specialist, information disclosure, transitional care provisions; access to emergency room services; participation in treatment decisions including anti-gag clauses and requiring disclosure of financial incentives; protection of the confidentiality of health information; anti-discrimination provisions; and access to an appeals process. All of these issues are relevant to the assessment made by adults with disabilities of whether seeking and remaining in employment will address their need for good-quality, responsive health care.***

Often adults with disabilities are left out of the mainstream debate over managed health care because many mistakenly believe that disabled individuals do not participate in such plans. It would be significant for the President to include the disabled community in this otherwise mainstream discussion of health care.

4. ***The President challenges Congress to reauthorize the Rehabilitation Act of 1973, as amended, before adjourning this year.***

The Rehabilitation Act authorizes provisions of anti-discrimination in the federal sector, and establishes and funds Centers for Independent Living across the country. Presidential support reinforces the Administration's recognition of its importance.



Cynthia A. Rice

08/31/98 05:07:42 PM

Record Type: Record

To: Cecilia E. Rouse/OPD/EOP, Jeanne Lambrew/OPD/EOP

cc:

Subject: Next Steps on Disability Task Force

Do you think it would make sense for us to get together with Becky and Larry Matlack and Lori Schack to discuss next steps, i.e., follow-up to executive memorandum, next steps on BRIDGE proposal. Kalil is pulling together the meeting tomorrow on technology... maybe we could get together sometime next week to discuss other issues?



Cynthia A. Rice

10/06/98 08:56:01 PM

Record Type: Record

To: Cecilia E. Rouse/OPD/EOP, Lisa M. Brown/OVP, Larry R. Matlack/OMB/EOP, Lori Schack/OMB/EOP
cc: Jeanne Lambrew/OPD/EOP
Subject: Nov. Meeting of Disability Task Force

I think we were all surprised by Becky Ogle's assertion that Erskine Bowles had committed to having the President attend the Task Force's November meeting. I have since spoken to Chris Jennings and Diana Fortuna, who were in the July meeting with EBB, Tony Coelho and Alexis Herman. Neither of them remember Erskine made this commitment -- in fact Diana is sure she would remember it if he had, because it would be so unusual to commit the President's time so far in advance. Diana remembers that Coelho did share an outline of upcoming activities with Bowles, and it's possible that that list included the November meeting and possible involvement of the President and that Erskine may have said something generally positive about their overall plans.

I think we should:

- 1) Review the draft Task Force report when we get it in about 10 days, so we can judge whether we'd want to highlight it by having the Pres or VP at an event where it's unveiled. Obviously this report will cover many topics -- civil rights, health, welfare, technology, etc.
- 2) Think hard whether we have any announcement we want the Pres to make in November. Obviously we can't circumvent the budget process. Larry/Lori -- was Becky right when she said that you agreed it would be OK to announce the President's support for a BRIDGE program, so long as we didn't say how much or give too many details?
- 3) Finally, something I forgot to raise on the call today -- we need to make sure someone is following up on the other parts of the July announcements, i.e., the DOJ/EEOC/SBA public education about the ADA and the HHS info to states about the Medicaid buy-in option (I'm sure Jeanne is already on this).

Briefing for Meeting with Secretary Herman and Tony Coelho on President's Task Force on Employment of Adults with Disabilities

Summary

As Chair and Vice-Chair of the new President's Task Force on Employment of Adults with Disabilities, Secretary Herman and Tony Coelho want to brief you on their progress since their work began in March. They also will request that the President do an event in the coming days to commemorate the eighth anniversary of the Americans with Disabilities Act. (The anniversary is July 26.) Their concept is that the President would acknowledge the anniversary at a small event where he would sign some Presidential directives prepared by the Task Force. We are currently vetting these potential directives, some of which have significant budget implications. Moreover, the President may not have time to do such an event in the first place.

We recommend that you listen to their progress report, congratulate them on their work to date, and hear their arguments for an event, but hold open the question of whether an event is possible.

Background

In March of this year, the President signed an executive order creating this Task Force. Its mandate is to determine what the federal government can do to help bring the employment rate of adults with disabilities to a rate "as close as possible" to that of the general population. The Task Force is composed entirely of Administration agency heads, including those at HHS, SSA, Education, Treasury, Commerce, Transportation, SBA, VA, EEOC, OPM, and the National Council on Disability. It has met once so far, although its staff and subcommittees have been quite active.

The Task Force is mandated to issue its first report on November 15, with subsequent reports in 1999, 2000, and 2002. However, Alexis and Tony have decided to issue an early report now, at their second meeting in July, to show that the Task Force will move quickly to address issues so critical to the disability community.

The proposal for the President's signing of the Executive Order grew partly out of the disability community's dissatisfaction with our recent progress on issues important to them. In early 1997, you met with a group of Administration appointees with disabilities, led by Marca Bristo, where the group expressed its strong support for the President but stated that they felt disability issues too often took a back seat to other Administration initiatives. In September 1997, the President met with a group of disability advocates, where he spoke knowledgeably about disability issues, and endorsed the idea of a task force. He signed the executive order in March.

(Tony's role in the Task Force arises from his role as Chair of the President's Committee on Employment of People with Disabilities, as well as his own longstanding interest in this subject as a person with a disability. Alexis and DOL had not previously been very involved in these issues, but have embraced them since we made the decision to have DOL chair the Task Force.)

Specifics of Event Request

Alexis and Tony would like an event in the Roosevelt Room with 25-30 representatives of the disability community. Their proposed format is (1) Alexis and Tony would present the President with their July report; (2) the President would sign some directives they have prepared; and (3) the President would make brief remarks acknowledging the anniversary.

Alexis and Tony submitted an earlier request to Scheduling for a much larger event -- for the President to attend a meeting of the Task Force before an audience of 200. There was little interest here in such an event, and they have now scaled back their request.

Substantive Concerns

There are two unresolved problems with the task force's suggestions for immediate action by the President, and therefore with the concept of an event itself. First, most of their suggestions either cost money that we have not yet agreed to spend, or they are fairly small items that may not rise to the level of a Presidential directive. (See attached summary of suggestions.)

Therefore, we are trying to sort through this hodge-podge to determine whether there is enough meat to warrant a Presidential event, should we decide to hold one. Alexis and Tony are pushing us either to commit money in the FY2000 budget or, at a minimum, to have the President direct agencies to propose specific items for inclusion in the budget. OMB is concerned about boxing in the Administration at this early point, but may be open to a Presidential directive that would direct agencies to consider ways to help adults with disabilities participate in the workforce as they develop their proposals for the FY2000 budget, with the understanding that agencies still must operate within overall budget constraints.

Second, this event would come at an awkward point in the debate on health insurance for people with disabilities who go to work. The disability community's top priority is legislation to allow people to keep Medicaid or Medicare when they leave the SSI or SSDI rolls to return to work. Senators Jeffords and Kennedy have introduced a bill with a cost of \$5 billion over five years that is tremendously popular with the community. In addition to the tremendous difficulty of finding \$5 billion in offsets, we have major policy concerns with the bill (e.g., partial benefit package, means-testing of Medicare, not the most efficient use of resources).

We have been silent about the bill publicly, but are now working quietly with Jeffords and Kennedy on a lower-cost alternative. However, it is highly unlikely that we could reach agreement with the Hill on this issue within the next week or so. OMB strongly opposes any commitment on Kennedy-Jeffords at this juncture.

Alexis and Tony are aware of these issues, but are still optimistic that we will resolve the health issue or find some middle ground. They also believe that it would be worse for there to be no event at all. At the meeting, Tony may push very hard for the President to announce something substantive (like support for Kennedy-Jeffords or its principles) in July, and argue that it is critical for the Task Force to demonstrate early that it can move the Administration on a major issue. However, we could also wait until the Task Force's first official report in November to make any major policy announcements.

Talking Points

- Thank you so much for your hard work on this critical issue in the four months since the President signed the Executive Order in March. I understand that the Task Force has gotten off to a very strong start.
- Thanks especially to Seth Harris [counselor to Secretary Herman, who has organized the work of the Task Force to date] and to Becky Ogle [newly named Executive Director of the Task Force; an activist who handled disability issues for the 1996 campaign].
- In spite of advances in civil rights and technology that should make it possible for more of the 50 million Americans with disabilities to work, I know that far too many do not, especially those with severe disabilities. Determining how to remove barriers to work for people with disabilities is the critical work that we have asked the Task Force to undertake. I assure you of our commitment to work constructively with you and to consider seriously all the recommendations you make.
- Because of the President's busy schedule, it is not clear at this time whether he can do an event. However, I know you have been working productively with staff from Scheduling, DPC, NEC, and OMB. I encourage you to continue to do so over the next few days as we determine whether an event is indeed possible.

[If you are pressed to announce support for Kennedy-Jeffords or one of the other proposals with a budget impact:]

- Unfortunately, at this point we have not completed the process we must go through that would allow us to announce support for a new health initiative or a new tax credit. As I think you know, staff here are very actively engaged in working with you to complete that process. At the same time, we are evaluating several of your other suggestions for Presidential directives that do not raise budget questions. The staff here can say more about that.

Suggestions by Task Force for Immediate Presidential Action

Major Proposals with Budget Impact

- New health initiative that is an "incremental step" toward Kennedy-Jeffords. (Anything less than Kennedy-Jeffords itself may not satisfy the disability community.)
- New tax credit for employers and/or individuals with disabilities with extraordinary disability-related expenses, such as assistive technology or a personal assistant.
- New BRIDGE grant program for states and locals to better coordinate assistance for those seeking to return to work.

The task force proposes that the President direct relevant agencies to propose these items for inclusion in the FY2000 budget. An alternative approach is for the President to direct agencies to consider ways to help adults with disabilities to participate in the workforce as they develop their proposals for the FY2000 budget, but recognize the challenges we face in maintaining fiscal discipline and be consistent with budget guidelines established by the Administration.

Other Presidential Directives (still being vetted by OMB and agencies)

- Direct SBA to educate people with disabilities about eligibility for Section 8(a) program.
- Direct HHS to inform states and people with disabilities about a new Medicaid buy-in that the Administration proposed and championed, and that was enacted as part of the Balanced Budget Act last year. It will help people with disabilities keep health coverage under Medicaid as their earnings increase. (This is our answer to Kennedy-Jeffords, but unfortunately no states have yet embraced this state option.)
- Direct federal agencies to evaluate whether the technology they use is accessible to employees with disabilities, as called for in legislation we support.
- Direct federal agencies to make their Internet sites accessible by July 1999.
- Direct OMB to ensure that federal agencies know they are no longer under headcount ceilings that formerly served as a disincentive for them to hire people with disabilities who need a personal assistant, such as a reader for a blind employee.
- Challenge Congress to extend the Work Opportunity Tax Credit and Welfare-to-Work Tax Credit, and direct federal agencies to publicize that the credit can be used to hire people in the federal SSI and vocational rehabilitation programs.
- Direct DOJ and EEOC to develop a public education campaign on ADA requirements.
- Direct EEOC, DOJ, and SBA to educate small businesses about ADA requirements.
- Direct federal agencies to ensure that people with disabilities are integrated into One-Stop Centers, and that America's Job Bank is accessible to people with disabilities.
- Direct VA and Labor to work better together to return disabled veterans to work.
- Direct federal agencies to increase the number of student interns with disabilities.
- Direct agencies to encourage universities to increase the number of candidates with disabilities for the Presidential Management Interns and Presidential Scholars programs.
- Direct DOT to do a better job on outreach on the ADA and other laws.

Presidential Challenges or Statements

- Challenge Congress to enact "Ticket to Work and Self-Sufficiency" proposal that is based on an Administration proposal and has now been passed by the House.
- Challenge Congress to pass the Patient Bill of Rights, to help people with disabilities who move from the disability rolls to private employment and health insurance.
- Challenge Congress to reauthorize the Rehabilitation Act.

Withdrawal/Redaction Marker

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. email	Summary of Erskine Meeting w/Herman and Coelho (2 pages)	07/23/98	P5

**This marker identifies the original location of the withdrawn item listed above.
For a complete list of items withdrawn from this folder, see the
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COLLECTION:

Clinton Presidential Records
Domestic Policy Council
Cynthia Rice (Subject Files)
OA/Box Number: 15430

FOLDER TITLE:

Disability-Task Force-General [1]

rx52

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]
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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)]

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- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]



**PRESIDENTIAL
TASK FORCE ON
EMPLOYMENT
OF ADULTS
WITH
DISABILITIES**

200 Constitution Avenue, NW
Room S2312
Washington, DC 20210
Phone: 202-219-6081
TTY: 202-219-0012
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www.dol.gov

*Clerks -
Please advise*

MEMORANDUM FOR THE PRESIDENT

FROM:

Alexis M. Herman *Alexis M. Herman*
Secretary of Labor and Chair, Presidential Task Force on
Employment of Adults with Disabilities

Tony Coelho *Ty Coelho*
Vice Chair, Presidential Task Force on Employment of
Adults with Disabilities

SUBJECT: Third Monthly Report on the Work of the Presidential Task Force on
Employment of Adults with Disabilities

During June 1998, the Task Force made significant progress toward the immediate objectives of developing short-term recommendations for early Administration action, fulfilling the specific mandates contained in Executive Order No. 13078, and developing the long-term agenda for the Task Force. The Task Force has developed and begun to vet short-term recommendations for early action. Significant work has been accomplished on the Section 2 mandates and the respective Section 2 work groups. Finally, the organization of the second public Task Force meeting scheduled in the later part of July will provide an opportunity to discuss the Task Force's long-term agenda.

Fulfilling the Executive Order's Mandates

Through discussions with Task Force members, the Office of Management and Budget, the Domestic Policy Council, and the Council of Economic Advisers, final vetting is well underway for recommendations for early action by the Administration that will help increase the employment rate for adults with disabilities.

The Section 2 mandate work group entitled "Review of Federal Government Personnel Laws, Regulations, and Policy" has completed its review of all relevant laws, regulations and guidelines governing the federal government as an employer of adults with disabilities. The group has surveyed Federal agencies to identify problems that affect employing individuals with disabilities.

The Section 2 mandate work group entitled "Small Business and Entrepreneurial

Put Ability to Work!

Opportunities for Adults with Disabilities” is focused on the development of small business and entrepreneurial opportunities for people with disabilities. The group supports an ambitious effort to expand federal contracting opportunities for businesses owned by individuals with disabilities and have identified the need for expanded training and information for individuals with disabilities wanting to start their own businesses.

The Section 2 mandate work group entitled “The Creation of Work Incentives and Removal of Barriers to Work for Adults with Disabilities” at the Department of Transportation is developing innovative approaches to returning welfare recipients and adults with disabilities to work.

All other Section 2 mandate work groups have now met at least twice and each group has developed descriptions of their respective agency activities as related to employment of persons with disabilities.

Face-to-face meetings between Tony Coelho and the members of the Task Force have improved the participation of agencies and departments in the Task Force’s work. The Departments of Treasury and Commerce and their vast resources and contacts with private sector employers has resulted in recommendations for the Task Force’s consideration that will improve employment opportunities to disabled individuals.

All of the above activities have resulted in the identification of materials and development of logistical plans for the second Task Force meeting which will commemorate the signing of the ADA and set the stage for discussing the long-term agenda. We urge you to accept the short-term recommendations developed for early Administration action regarding the Executive Order and direct their immediate implementation by the designated departments and agencies.

Organization Continues

The selection of Rebecca Ogle as Executive Director of the Task Force was announced on June 24, 1998. Ms. Ogle’s strong connections with the disability community, her knowledge of disability policy in the area of health care and civil rights and commitment to the intent and scope of Executive Order 13078 will significantly enhance the work of the Task Force.

As a result of individual meetings with designated contacts within each of Task Force member departments and agencies, the Task Force will discuss and adopt at the July meeting: (1) a preliminary agenda for accomplishing the Task Force’s four-year mission; (2) operating principles for the Task Force; and (3) a subcommittee structure reflecting issue areas to fulfill the mandates of Executive Order No. 13078 over the four-year existence of the Task Force.

The work of the Task Force is on schedule. Substantial commitment by member agencies and departments is necessary over the next 60 days in order to meet the mandates of the first year of the Executive Order. Please let us know if you need any additional information prior to our next monthly update memorandum.

cc: Task Force Members

DRAFT

MEMORANDUM FOR THE ATTORNEY GENERAL
THE SECRETARY OF HEALTH AND HUMAN SERVICES
THE CHAIRMAN OF THE EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION
THE ADMINISTRATOR OF THE SMALL BUSINESS
ADMINISTRATION

SUBJECT: OUTREACH ACTIONS TO INCREASE EMPLOYMENT OF PEOPLE WITH
DISABILITIES

Preamble

As we commemorate the eighth anniversary of the landmark Americans with Disabilities Act, we have much to celebrate about the ways in which that landmark civil rights law is making it possible for millions of Americans to participate more fully in society, including employment, public facilities, and community and leisure activities, and to do their part to make us a stronger and better country. At the same time, however, we are reminded that significant challenges remain. In spite of advances in both civil rights and technology that should make it possible for many more of the 53(?) million Americans with disabilities to work, far too many are still unemployed, especially those with severe disabilities.

To address this critical problem, in March 1998 I created the Task Force on Employment of Adults with Disabilities. Its mandate is to determine what the federal government can do to help bring the employment rate of adults with disabilities to a rate "as close as possible" to that of the general population. The Task Force is moving quickly to identify actions that the federal government can take to remove barriers to work for people with disabilities, and it has already identified immediate steps that the Administration can take in two areas.

First, in addition to continuing vigorous enforcement of the ADA, we can take action to ensure that more Americans know their rights and obligations under federal civil rights laws affecting people with disabilities, including the ADA. Although awareness of the ADA is increasing among both persons with disabilities and the general public, too many people still are not aware of what the ADA offers and requires. There is a particular need for education among small business, which employs most of the private work force and includes the vast majority of employers.

Second, persons with disabilities tell us that lack of health insurance is often a major impediment to work for those seeking to leave the disability rolls. We have recently made significant progress on this issue through enactment of Section 4733 of the Balanced Budget Act of 1997, which creates a new state Medicaid option to help people with disabilities keep health coverage under Medicaid as their earnings increase. But we must do more to reach out to states and to persons with disabilities to educate them about this important new feature of the Medicaid program.

Therefore, I am directing the Attorney General, the Secretary of Health and Human Services, the Chairman of the Equal Employment Opportunity Commission, and the Administrator of the Small Business Administration to take the following actions to increase public outreach and education activities about current laws that have significant potential to increase the employment of people

with disabilities.

First, I direct the Attorney General and the Chairman of the Equal Employment Opportunity Commission to develop a public education campaign to provide information regarding the requirements of the Rehabilitation Act of 1973; as amended, and the Americans with Disabilities Act of 1990, to employers, employees, and others whose rights may be affected, with special attention to under-served constituencies.

Second, I direct the Attorney General, the Chairman of the Equal Employment Opportunity Commission, and the Administrator of the Small Business Administration to increase educational outreach to small businesses regarding their obligations under the Americans with Disabilities Act of 1990.

Third, I direct the Secretary of Health and Human Services to take all necessary actions to inform Governors, state legislators, state Medicaid Directors, consumer organizations, employers, providers and other interested parties about Section 4733 of the Balanced Budget Act of 1997. Section 4733 allows states to provide Medicaid coverage for working individuals with disabilities who, because of their earnings, would not qualify for Medicaid under current law.

This directive is for the internal management of the executive branch and does not create any right or benefit, substantive or procedural, enforceable by a party against the United States, its agencies or instrumentalities, its officers or employees, or any other person. **[Is this boilerplate?]**

Clearance:

Becky Ogle, Task Force on Employment of Adults with Disabilities (ph: 219-6001)

DOL

DOJ

HHS

SBA

National Council on Disability

President's Committee on Employment of People with Disabilities

EXOP:

Ceci Rouse

Elena Kagan

Diana Fortuna

Jeanne Lambrew

Cynthia Rice

OMB: Barbara Chow, Barry White, Larry Matlack, Lori Schack, Daniel Mendelson, Barry Clendenin, Mark Miller, Anne Tumlinson, Michael Deich, Ken Schwartz, David Haun, John Thompson, Alan Rhinesmith, Ed Brigham, Susan Carr, Courtney Timberlake

17

Disability Table Force

Seth Harris

First report Nov 15th this year

FY '99 budget request pending

Larry Matlack

OMB

Laurie Schack

Becky Ogle Exec Dir

was disability desk '96 campaign

First mtg in April

July Hurran Dept. Ed

Joe Kehob

Tony Cochelo Pres. Cante

Emply P. w/ Disabilities

MS Marca Brisco

Nat'l Council on Disabilities

Bob Williams HHS) ASPE
very constructive) long term case
copy

Liz Savage DOJ

Suzanne Daniels SSA (ticket)

Return to Work

- Passed the House
- K-Jeffords want to add health
 - new Medicaid option
 - passed cost + cheap
 - as wrap-around
 - enhanced match for states
 - More buy-in
 - were on SSDI (now 3 yrs)
 - means lost benefits
- BBA = Medicaid buy-in option
 - w/ sliding fee scale

part of
LTC
process

3 substantive

- K-Q

- tax credit / personal care credit

- BRIDGE program
(Cec. covered mortgage)
(grants for stable loans)

Withdrawal/Redaction Marker

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
002. email	FYI from National Council on Disability to Chuck Ruff (3 pages)	07/27/98	P5

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Record Type: Record

To: Elena Kagan/OPD/EOP, Christopher C. Jennings/OPD/EOP
cc: Laura Emmett/WHO/EOP, Jeanne Lambrew/OPD/EOP, Cynthia A. Rice/OPD/EOP, Christa Robinson/OPD/EOP
Subject: Draft briefing for Erskine meeting

On Thursday, Erskine will meet with Alexis Herman and Tony Coelho about the disability task force we created in March, and their idea for a small ADA-related event in the next week. Attached is a briefing and talking points for Erskine that Jeanne and I agreed upon. I will forward to Erskine's office tonight. An event seems unlikely from a scheduling point of view.

**Briefing for Meeting with Secretary Herman and Tony Coelho
on President's Task Force on Employment of Adults with Disabilities**

Summary

As Chair and Vice-Chair of the new President's Task Force on Employment of Adults with Disabilities, Secretary Herman and Tony Coelho want to brief you on their progress since beginning their work in March. They also will request that the President do an event in the coming days to commemorate the eight anniversary of the Americans with Disabilities Act. (The anniversary is July 26.) Their concept is that the President would acknowledge the anniversary at a small event where he would sign some Presidential directives prepared by the Task Force. We are currently vetting these potential directives, several of which have budget implications. Moreover, the President may not have time to do such an event in the first place.

We recommend that you listen to the progress report, congratulate Alexis and Tony on their work to date, and hear out their arguments for an event, but hold open the question of whether an event is possible.

Background

In March of this year, the President signed an executive order creating this Task Force. Its mandate is to determine what the federal government can do to help bring the employment rate of adults with disabilities to a rate "as close as possible" to that of the general population. The Task Force is composed entirely of Administration agency heads, including those at HHS, SSA, Education, Treasury, Commerce, Transportation, SBA, VA, EEOC, OPM, and the National Council on Disability. It has met once so far.

The Task Force is mandated to issue its first report on November 15, with subsequent reports in 1999, 2000, and 2002. However, Alexis and Tony have decided to issue an early report now, at their second meeting in July, to show that the Task Force will move quickly to address

this issue so critical to the disability community.

The proposal for the President's signing of the Executive Order grew partly out of the disability community's dissatisfaction with our recent progress on issues important to them. In early 1997, you met with a group of Administration appointees with disabilities, led by Marca Bristo, where the group expressed its strong support for the President but stated that they felt disability issues too often took a back seat to other Administration initiatives. In September 1997, the President met with a group of disability advocates, where he spoke knowledgeably about disability issues, and endorsed the idea of a task force. He signed the executive order in March.

(Tony's role in the Task Force arises from his role as Chair of the President's Committee on Employment of People with Disabilities, as well as his own longstanding interest in this subject as a person with a disability. Alexis and DOL had not previously been very involved in these issues, but have embraced them since we made the decision to have DOL chair the Task Force.)

Specifics of Event Request

Alexis and Tony would like an event in the Roosevelt Room with 25-30 representatives of the disability community. Their proposed format is (1) Alexis and Tony would present the President with their July report; (2) the President would sign some directives they have prepared; and (3) the President would make brief remarks acknowledging the anniversary.

Alexis and Tony submitted an earlier request to Scheduling for a much larger event -- for the President to attend a meeting of the Task Force before an audience of 200. There was little interest here in such an event, and they have now scaled back their request.

Substantive Concerns

There are two unresolved problems with the task force's suggestions for immediate action by the President, and therefore with the concept of an event itself. First, most of their suggestions either cost money that we have not yet agreed to spend, or else they are fairly small items that may not rise to the level of a Presidential directive. (See attached summary of suggestions.) Therefore, we are trying to sort through this hodge-podge to determine whether there is enough meat to warrant a Presidential event, should we decide to hold one. Second, this event would come at an awkward point in the debate on health insurance for people with disabilities who go to work. The disability community's top priority is legislation to allow people to keep Medicaid or Medicare when they leave the SSI or SSDI rolls to return to work. Senators Jeffords and Kennedy have introduced a bill with a cost of \$5 billion that is tremendously popular with the community. In addition to the tremendous difficulty of finding \$5 billion in offsets, we have major policy concerns with the bill (e.g., partial benefit package, means-testing of Medicare).

We have been silent about the bill publicly, but are now working quietly with Jeffords and Kennedy on a lower-cost alternative. We do not know if we will reach agreement with the Hill on this issue within the next week or so, but it seems unlikely.

Alexis and Tony are aware of these issues, but are still optimistic that we will resolve the health issue or find some middle ground. They also believe that the worst outcome would be no event at all.

Talking Points

Thank you so much for your hard work on this critical issue in the four months since the President signed the Executive Order in March. I understand that the Task Force has gotten off to a very strong start.

Thanks especially to Seth Harris [counselor to Secretary Herman, who has organized the work of the Task Force to date] and to Becky Ogle [newly named Executive Director of the Task Force; an activist who handled disability issues for the 1996 campaign].

In spite of advances in civil rights and technology that should make it possible for more of the 50 million Americans with disabilities to work, I know that far too many do not, especially those with severe disabilities. Determining how to remove barriers to work for people with disabilities is the critical work that we have asked the Task Force to undertake. I assure you of our commitment to work constructively with you and to consider seriously all the recommendations you make.

Because of the President's busy schedule, it is not clear at this time whether he can do an event. However, I know you have been working productively with staff from Scheduling, DPC, NEC, and OMB. I encourage you to continue to do so over the next few days as we determine whether an event is indeed possible.

Suggestions by Task Force for Immediate Presidential Action

Major Proposals with Budget Impact

- New health initiative that is an "incremental step" toward Kennedy-Jeffords.
- New tax credit for employers and/or individuals with disabilities with extraordinary disability-related expenses, such as assistive technology or a personal assistant.
- New BRIDGE grant program for states and locals to better coordinate assistance for those seeking to return to work.

(The task force proposes that the President direct the relevant agency to propose these items for inclusion in the FY2000 budget. If we were able to reach agreement on any of these in time for an event, presumably we would instead simply announce that it would be in the FY2000 budget.)

Other Presidential Directives (still being vetted by OMB and agencies)

- Direct SBA to educate people with disabilities about eligibility for Section 8(a) program.
- Direct HHS to inform states and people with disabilities about a new Medicaid buy-in that the Administration proposed and championed, and that was enacted as part of the Balanced Budget Act last year. It will help people with disabilities keep health coverage under Medicaid as their earnings increase. (This is our answer to Kennedy-Jeffords, but unfortunately no states have yet embraced this state option.)
- Direct federal agencies to evaluate whether the technology they use is accessible to employees with disabilities, as called for in legislation we support.
- Direct federal agencies to make their Internet sites accessible by July 1999.
- Direct OMB to ensure that federal agencies know they are no longer under headcount ceilings that formerly served as a disincentive for them to hire people with disabilities who need a personal assistant, such as a reader for a blind employee.
- Challenge Congress to extend the Work Opportunity Tax Credit and Welfare-to-Work Tax Credit, and direct federal agencies to publicize that the credit can be used to hire people in the federal SSI and vocational rehabilitation programs.
- Direct DOJ and EEOC to develop a public education campaign on ADA requirements.
- Direct EEOC, DOJ, and SBA to educate small businesses about ADA requirements.
- Direct federal agencies to ensure that people with disabilities are integrated into One-Stop Centers, and that America's Job Bank is accessible to people with disabilities.
- Direct VA and Labor to work better together to return disabled veterans to work.
- Direct federal agencies to increase the number of student interns with disabilities.
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Presidential Challenges or Statements

- Challenge Congress to enact "Ticket to Independence" proposal that we proposed and has now been passed by the House.
- Challenge Congress to pass the Patient Bill of Rights, to help people with disabilities who move from the disability rolls to private employment and health insurance.
- Challenge Congress to reauthorize the Rehabilitation Act.

July 14, 1998

TO: Chris Jennings and Jeanne Lambrew
Cynthia Rice and Andrea Kane
Paul Weinstein
Julie Fernandes
Mike Cohen and Tanya Martin

CC: Elena Kagan
Laura Emmett

FR: Diana Fortuna *Diana*

I need your help in vetting the attached draft list of directives. It was done by the Labor Department and the staff of the new Task Force on Increasing Employment of Adults with Disabilities, which we created by executive order in March. The co-chairs of the task force, Alexis Herman and Tony Coelho, are pushing to have the President attend the second meeting of the task force sometime in late July to commemorate the anniversary of the ADA. Such an event doesn't appear to be terribly likely, but it's possible there will be some mini-ADA observance that might include some of the attached actions. Alexis is pushing to meet with Erskine on this soon.

Seth Harris of DOL and Becky Ogle (task force executive director based at DOL) came up with the attached list of possible Presidential actions. Supposedly they all have some degree of clearance from the agencies responsible for them. I am working with NEC (Ceci Rouse) and OMB (Chow/Matlack) to coordinate the reactions/clearances of our three offices.

I expect many of these will get knocked off the list because they have budget implications or because they are not appropriate executive actions to take or because they have some other problem.

Please let me know your reaction to items in your area, by Thursday COB if possible.

Final 7/13/98

POSSIBLE PRESIDENTIAL DIRECTIVES

HEALTH CARE:

1. The President challenges Congress to enact, before adjourning this year, a Patients' Bill of Rights. The Bill of Rights rights would require a choice of providers including provider network adequacy provisions, access to specialist, information disclosure, transitional care provisions; access to emergency room services; participation in treatment decisions including anti-gag clauses and requiring disclosure of financial incentives; protection of the confidentiality of health information; anti-discrimination provisions; and access to an appeals process. All of these issues are relevant to the assessment made by adults with disabilities of whether seeking and remaining in employment will address their need for good-quality, responsive health care.
2. The President directs the Department of Health and Human Services, Social Security Administration, Office of Management and Budget, and the Treasury Department to propose for inclusion in the President's FY 2000 budget provisions that would expand Section 4733 of the Balanced Budget Act of 1997, which currently allows states to provide Medicaid coverage to working individuals with disabilities at a premium according to an income-related sliding scale.
3. The President directs the Department of Health and Human Services to take all necessary actions to ensure that Governors, state Medicaid Directors, consumer organizations, employers, providers and other interested parties are fully aware of the Medicaid buy-in provisions in the Balanced Budget Act that would assure medical insurance for workers with disabilities and people with disabilities seeking employment. 7

WORKFORCE DEVELOPMENT

1. The President challenges Congress to enact, before adjourning this year, the Ticket to Independence. The Ticket would provide resources for and allow customer choice in the selection and purchase of necessary services to enable adults with disabilities to find and keep gainful employment.
2. The President challenges Congress to reauthorize the Rehabilitation Act of 1973, as amended, before adjourning this year.
3. The President challenges Congress to extend the work opportunity tax credit (WOTC) and the welfare-to-work tax credit through the end of Fiscal Year 2000. The President directs the Labor Department, the Education Department, the Small Business Administration, the Social Security Administration, and the Veterans Affairs Department to provide guidance to their respective systems and other interested parties to maximize opportunities for employers of vocational Andien

rehabilitation and Supplemental Security Income recipients to use the Work Opportunities Tax Credit.

4. The President directs the Department of Treasury to propose, as part of the President's FY 2000 Budget, a tax credit for employers and/or individuals with disabilities who have extraordinary disability-related expenses such as assistive technology or personal assistance services. 7

5. The President directs the Labor Department, Education Department, Social Security Administration, Small Business Administration, Transportation Department, Commerce Department, Health and Human Services Department, and Veterans Affairs Department to propose for inclusion in the President's FY 2000 budget the Building Resources for Individuals with Disabilities to Gain Employment (BRIDGE) program. The purpose of this proposed grants program is to increase the employment rate of adults with disabilities by fostering interdisciplinary consortiums of and service integration by providers of services to adults with disabilities at the state and local level. 7

6. The President directs the Department of Labor to assure that America's Job Bank and America's Talent Bank are accessible to individuals with disabilities seeking employment.

7. The President directs the Small Business Administration to launch a new outreach campaign to educate Americans with disabilities who own or want to start their own businesses about increased access to the 8(a) program and to the untapped advantages of being "a small socially and economically disadvantaged business (SDB)". Julie

8. The President directs the Department of Labor to exercise its discretion under the Welfare-to-Work grants program, consistent with statutory and regulatory guidelines, to provide funding under the welfare-to-work program to appropriate projects addressing the needs of welfare recipients with disabilities. Andrea

9. The President directs the Departments of Labor, Education, Health and Human Services, Veterans Affairs, Transportation, the Small Business Administration, and the Social Security Administration to assure that all appropriate programs relating to the employment of adults with disabilities are integrated into the One-Stop Career Center system.

10. The President directs the Veteran's Administration Vocational Rehabilitation and Counseling Service (VR&C), in cooperation with Department of Labor's Veterans' Employments and Training Services (VETS) and State Employment Security Agencies, to conduct a program of training for line service providers in skills related to competent and progressive employment services case management. VR&C and VETS management shall report the results of this training initiative to the Task Force by December 1, 1998.

FEDERAL GOVERNMENT AS MODEL EMPLOYER

1. The President directs all federal agencies and departments to work with the President's Committee on Employment of People with Disabilities to increase the number of qualified student interns with disabilities who are hired in FY 1999 and beyond.
2. The President directs the Department of Education, the Social Security Administration, the National Council on Disability, and the President's Committee on Employment of People with Disabilities, in cooperation with the Office of Personnel Management, to encourage colleges and universities to increase the number of qualified candidates with disabilities nominated to be hired by federal agencies and departments in FY 1999 under the Presidential Management Interns and Presidential Scholars programs.
3. The President directs the Office of Management and Budget to explain and educate all federal agencies and departments regarding the rules governing the budget and personnel status of Schedule A readers, interpreters, or other personal assistance service providers providing reasonable accommodations to federal employees as required by Section 504 of the Rehabilitation Act. The President further directs Office of Personnel Management periodically to distribute and update information on the use of special non-competitive hiring authorities, including those relating to disabled veterans and Schedules A and B for use by federal managers and supervisors with hiring authority.
4. The President directs all federal agencies and departments to evaluate whether the electronic devices and information technology they use are accessible to federal employees with disabilities as required by the Administration's proposed reauthorization changes to Section 508 of the Rehabilitation Act of 1973, as amended. Each agency and department will submit a report containing this evaluation to the Attorney General by July 1, 1999. The General Services Administration, the Access Board, the National Institute on Disability and Rehabilitation Research/DoED, the Department of Commerce's NIST and the Department of Defense CAP-TEC program will provide technical assistance to other federal agencies and departments concerning existing technical and functional performance criteria and evaluation tools.
5. The President directs all federal agencies and departments to make their Internet sites accessible to individual with disabilities by July 1, 1999. The President further directs the Council of Chief Information Officers to provide technical assistance and guidance consistent with the universal design guidelines established through the joint Federal Government-World Wide Web Consortium Web Accessibility Initiative initiated by the White House last year.

CIVIL RIGHTS ISSUES

1. The President directs the EEOC and Department of Justice to effectively utilize alternative dispute resolution to resolve issues involving discrimination arising under the Rehabilitation Act and the Americans with Disabilities Act. Jule

2. The President directs the Department of Justice and the EEOC to develop a public education campaign to provide information regarding the requirements of the Rehabilitation Act and the Americans with Disabilities Act to employers, employees and others whose rights may be affected, with special attention to under served constituencies.
3. The President directs the EEOC, the Department of Justice and the Small Business Administration to increase educational outreach to small businesses regarding their obligations under the Americans with Disabilities Act.

TRANSPORTATION

1. The President directs the Department of Transportation to continue its enforcement of the rights and protections for individuals with disabilities in the Americans with Disabilities Act, the Air Carriers Access Act, and the Federal Highways Transportation Act, and to develop a single point-of-contact and extensive outreach strategy for technical assistance and public information that clearly explains the rights and protections of these Acts.
2. The President directs the Department of Transportation to analyze and prepare materials explaining the new Transportation Equity Act's provisions applicable relating to people with disabilities and to include these materials in DOT's outreach and public meetings on the law.
3. The President directs the Department of Transportation to address disability-related transportation issues in the Intelligent Transportation Systems (ITS) research and development activities.

OTHERS

1. The President directs all agencies to include proposals that would advance the purposes of Executive Order No. 13078 in their FY 2000 budget submissions to the Office of Management and Budget. The President further directs the Office of Management and Budget to create a special, separate section of the President's FY 2000 that includes all appropriate proposals relating to the employment of adults with disabilities.

U.S. DEPARTMENT OF LABOR

SECRETARY OF LABOR
WASHINGTON, D.C.

JUN 9 1998

*cc: Elena Kagan
Cynthia Rice
Jeanne Lambrew
Barbara Chon
OMB } Larry Matlack
 } Lon Schack*

MEMORANDUM FOR THE PRESIDENT

FROM: Alexis M. Herman *Alexis M. Herman*
Secretary of Labor and Chair, Presidential Task Force on
Employment of Adults with Disabilities

Tony Coelho *T Coelho*
Vice Chair, Presidential Task Force on Employment of
Adults with Disabilities

SUBJECT: Second Monthly Report on the Work of the Presidential Task Force on the
Employment of Adults with Disabilities

After a successful launch in March and April, the Presidential Task Force on the Employment of Adults with Disabilities (Task Force) has begun the difficult job of fulfilling the mandates contained in Executive Order No. 13078 while getting organized for our four-year undertaking.

We hope you will be able to attend the Task Force's second public meeting --- to be held around the time of the eighth anniversary of the Americans with Disabilities Act on July 26, 1998 --- to receive an update in person and to lend your endorsement to our work. We invite you to use the meeting of the Task Force as your opportunity to commemorate the historic signing of the ADA.

Fulfilling the Executive Order's Mandates

You directed us to come forward as soon as possible with recommendations for early action by the Administration that will contribute to increasing the employment rate for adults with disabilities. Our target had been to include these recommendations in the Task Force's November 15, 1998 report as required by the Executive Order. Through excellent work by several agencies --- Labor, Education, Transportation, Health and Human Services, SBA, EEOC, and SSA --- and the Task Force staff, we expect to make several recommendations to you at or before our July meeting.

We have also begun organizing the agencies and departments charged with specific mandates in Section 2 of the Executive Order. Specifically, the EEOC will chair a group required by the Executive Order to perform a review of all relevant laws, regulations and guidelines governing the federal government as an employer of adults with disabilities. The

group's goal is to produce recommendations and a compilation of "best practices" for the federal government that will improve its record in hiring, retaining, and accommodating employees with disabilities.

A second group chaired by the Social Security Administration has begun analyzing existing activities and potential future legal, statutory, or regulatory options designed to resolve the problem of Social Security benefits determinations being used to block workers with disabilities from claiming the protections of the ADA. The Administration has already taken significant steps in this regard. This working group's task is to assess whether more can or should be done.

Three more work groups will begin meeting this week to address the remaining mandates in Section 2 of the Executive Order: (1) compliance with the ADA and other applicable laws under welfare reform and welfare-to-work programs; (2) development of small business and entrepreneurial opportunities for people with disabilities; and (3) design and implementation of a reliable statistical method for measuring the employment rate for people with disabilities.

Unfortunately, a few agencies and departments have not participated as fully in the Task Force's work as you would expect. We hope to redress this problem with face-to-face meetings between Tony Coelho and the members of the Task Force. If these meetings do not succeed, we may call on you to remind these Cabinet members that the success of your Task Force depends upon the full cooperation of all the involved federal agencies and departments.

Getting Organized

We will interview the two or three final candidates for the Task Force's Executive Director. We anticipate forwarding our choice to the White House for clearance during the week of June 8. Our goal is to have an Executive Director on board by July 1.

Meanwhile, the Task Force staff has created and begun implementing a detailed work plan organized around completing the first report of the Task Force to you on November 16, 1998. The report will include four sections containing: (1) a collection and analysis of data regarding adults with disabilities and the workforce; (2) a preliminary agenda for accomplishing the Task Force's four-year mission; (3) a summary of the reports of the Section 2 mandates work groups (these reports will likely be attached as appendices); and (4) preliminary recommendations for quick action by the Administration.

Next Steps

The Task Force's second public meeting will be held in the last two weeks of July. We would like you to participate in the meeting to endorse the Task Force's work, highlight the importance of the issue of employing adults with disabilities, and commemorate the anniversary of the ADA. We will develop several early actions you can announce at the meeting that will

improve the ability of adults with disabilities to find and keep good jobs. Further preliminary recommendations will be included in our November report to you. In addition, we are building toward this report by organizing the agencies required to take particular actions by Executive Order No. 13078 and constructing an agenda for the next four years. Finally, we expect to choose and hire an Executive Director before our next monthly update memorandum arrives on your desk.

Please let us know if you need any additional information prior to our next monthly update memorandum.

cc: Task Force Members