

Post-it® Fax Note 7671		Date 7-24-95	# of pages 2
To Lynn Dykstra	From RISSELL		
Co./Dept Focused Images	Co. Dole Foundation		
Phone # 202-547-3456	Phone # 202-457-0318		
Fax # 703-435-3470	Fax # 202-457-0473		

July 24, 1995

MEMORANDUM

To: Staff

From: Jeannie Meece ✓

Re: ADA/AAPD event, July 25.

Forgive my assumptions, but I thought it was a given that the entire staff is invited to the event being held tomorrow night at The Old Ebbitt Grill.

I have attached a copy of the invitation. Please plan to attend if you can, its going to be a big one!

If you have any further questions, you know where I can be found.

Also, thanks to all of you for helping out with all the phone calls that have come in as a result of the event.

Honorary Co-chairmen

*The Honorable
Robert Dole*

&

*The Honorable
Tony Coelho*

Along with....

MICHAEL AUBERGER
NANCY BLOCH
JUDI CHAMBERLIN
JUSTIN DART
WILLIAM DEMBY
FRED FAY
DENISE FIGUEROA

LEX FRIEDEN
RON HARTLEY
PAUL HEARNE
NEIL JACOBSON
I. KING JORDAN
DEBORAH KAPLAN

JOHN KEMP
PAUL MARCHAND
RALPH NEAS
MAX STARKLOFF
SYLVIA WALKER
JIM WEISMAN
PATRISHA WRIGHT

*Cordially Invite you
to a Reception Celebrating*

*The 5th Anniversary of the
Americans with Disabilities Act*

and Announcing the Creation of the

*American Association of
People with Disabilities*

TIME: 5:30 -8:00 P.M.
PLACE: OLD EBBITT GRILL ATRIUM

DATE: TUESDAY, JULY 25, 1995
RSVP: JEANNIE MEECE, (202) 457-0318

2 ACCESSIBLE ENTRANCES, NORTH SIDE ON G STREET, NW, BETWEEN 14TH & 15TH STREETS,
AND AT THE CORNER OF 15TH AND G STREETS, NW

IMPORTANT MESSAGE

FOR Bill
DATE 6-19 TIME 11:45 A.M.
M Bob Goodman

OF 703-550-9550
PHONE 703-550-9550
AREA CODE NUMBER EXTENSION

☐ FAX
☐ MOBILE
AREA CODE NUMBER TIME TO CALL

TELEPHONED		PLEASE CALL	
CAME TO SEE YOU		WILL CALL AGAIN	
WANTS TO SEE YOU		RUSH	
RETURNED YOUR CALL	<input checked="" type="checkbox"/>	WILL FAX TO YOU	

MESSAGE Call 7-10-95
re arranged for
staying

SIGNED

TOPS FORM 4009
LITHO IN U.S.A.

IMPORTANT MESSAGE

FOR Bill
DATE 7-12 TIME 11:45 A.M.

M Paul Mead
OF Assoc Sound

PHONE 703-550-9550
AREA CODE NUMBER EXTENSION

☐ FAX
☐ MOBILE
AREA CODE NUMBER TIME TO CALL

TELEPHONED		PLEASE CALL	<input checked="" type="checkbox"/>
CAME TO SEE YOU		WILL CALL AGAIN	
WANTS TO SEE YOU		RUSH	
RETURNED YOUR CALL	<input checked="" type="checkbox"/>	WILL FAX TO YOU	

MESSAGE Monday July 17
Returning your call to B.
Goodman re: 725 event

SIGNED

TOPS FORM 4009
LITHO IN U.S.A.

Neal Long - Supv.
John James Soundmen
Capital Rental Services
301-231-9600

old
July 25 Ebb's Grill
Associated Sound
Bob Goodman
1711 Top Industrial Pl.
7954 Angelton Court
Newington, VA 22122
703-550-9550



THE DOLE FOUNDATION

FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES

July 20, 1995

Mr. Paul G. Meade
Associated Sound Services Inc.
Hilltop Industrial Park
P. O. Box 65
7954 Angelton Court
Newington, VA 22122

Dear Paul:

I received your proposal yesterday and I signed it for return to your office today by FAX. Hard copy along with the 50% check will be in the mail tonight, so you should have it by Monday at the latest.

We really appreciate you and Bob giving us the 10% discount as an in-kind contribution in the amount of \$235.00. This note will serve as your tax deductible receipt for this contribution.

In the meantime, when you get this FAX, please call me as I have one question for you with everything else of the proposal looking just fine. Thanks!

Sincerely yours,

Wm. A. Rissell
Consultant

Enclosures:



ASSOCIATED SOUND SERVICES INC.

HILLTOP INDUSTRIAL PARK
P.O. BOX 65
7954 ANGLETON COURT • NEWINGTON, VIRGINIA 22122
(703) 550-9550

FAX COVER SHEET

TO: BILL RISSELL
FAX #: 202.457.0473
FROM: PAUL G. MEADE
DATE: JULY 19, 1995
TOTAL NUMBER OF PAGES (INCLUDING COVER SHEET): 3
RE: PROPOSAL

PLEASE CONTACT HEATHER DICKENS AT 703.550.9550 IF THERE IS A
PROBLEM WITH THE TRANSMITTAL OF THIS FAX.

OUR FAX NUMBER IS 703.550.9243

Amer Assoc. of People with Disabilities
1275 Pennsylvania Ave, NW, 3rd Flr
Washington, DC 20005

94

15-52/540

Pay to the
order of

Associated Sound Systems, Inc.

July 20, 1995

\$ 1,057. -

One Thousand-fifty-seven and 10/100

Dollars

CRESTAR

Crestar Bank N.A.
Washington, DC

John D. Kemp

⑈000094⑈ ⑆054000522⑆ 206706065⑈



total technical support services for productions

SOUND - LIGHTING - STAGING - TEMPORARY A.C. POWER DISTRIBUTION - GENERATORS



ASSOCIATED SOUND SERVICES INC.

HILLTOP INDUSTRIAL PARK
P.O. BOX 65
7954 ANGLETON COURT • NEWINGTON, VIRGINIA 22122
(703) 550-9550

PROPOSAL

CLIENT: BILL RISSELL
THE DOLE FOUNDATION
DATE: JULY 18, 1995
CONTACT: PAUL G. MEADE
EVENT: BUFFET RECEPTION
LOCATION: METROPOLITAN SQUARE
EVENT DATE: JULY 25, 1995

STAGING & DRAPE

1	12'X 24'X 24" STAGE CARPETED & SKIRTED	\$	432.00
1	4'X 24' SKIRTED WHEELCHAIR RAMP	\$	192.00
24'	BLUE PIPE AND DRAPE BEHIND STAGE	\$	240.00
		\$	864.00

SOUND

4	SR-1 LOUDSPEAKERS ON STANDS	\$	280.00
1	EXECUTIVE PODIUM	\$	75.00
1	HAND-HELD MICROPHONE	\$	75.00
1	AMP RACK	\$	75.00
1	CONTROL CONSOLE	\$	75.00
	ALL CABLING AND ACCESSORIES	\$	75.00
		\$	595.00



total technical support services for productions

SOUND - LIGHTING - STAGING - TEMPORARY A.C. POWER DISTRIBUTION - GENERATORS

LABOR

8	MAN-HOURS TO INSTALL & REMOVE STAGING AND DRAPE	\$ 320.00
6	MAN-HOURS TO INSTALL & REMOVE SOUND	\$ 240.00
1	SOUND TECHNICIAN DURING EVENT	\$ 180.00
	DELIVERY & PICKUP OF ALL MATERIAL	\$ 150.00
		\$ 809.00

RENTAL	\$1,459.00
LABOR	\$ 890.00
TOTAL	\$2,349.00
DISCOUNT	10%
TOTAL	\$2,114.00

TERMS: 50% DUE UPON THE SIGNING OF THE PROPOSAL AND THE
REMAINDER IS DUE ON THE DAY OF THE EVENT.

PROPOSAL MUST BE ACCEPTED IN WRITING TO CONFIRM
THE EVENT DATE AND TERMS. SERVICES WILL NOT BE
PROVIDED WITHOUT A SIGNED PROPOSAL ON FILE.


W. A. Rindell 7-20-95
ACCEPTED BY: DATE:

July 11, 1995

Meet at Old Ebbitt
Grill on Monday
July 17 - 2:00 pm

MEMORANDUM

To: Staff

From: Jeannie Meece 

Re: Event on July 25.

Just wanted to bring all of you up to speed on the July 25 event, in case you receive any questions and I am not available.

The event will be a reception to celebrate the fifth anniversary of the ADA, as well as a kick-off for a new organization being form, the American Association for People with Disabilities.

Co-chairs of this event are Senator Dole and Tony Coelho, Chair of the President's Committee on Employment of People with Disabilities.

The reception will be held at The Old Ebbitt Grill atrium at 675 15th Street. It will run from 5:30 to 8:00 pm.

Other invited dignitaries include President and Mrs. Clinton, Vice President and Mrs. Gore, Attorney General Janet Reno, Congressman Gingrich, Senator Harkin, and many others.

I hope this is of some assistance to you, however if I am here, please feel free to direct any questions regarding the happening on July 25 or the AAPD to me.

Thanks for your help.

FOR EMPLOYMENT OF PEOPLE WITH DISABILITIES

Old Ebbetts Grill
July 25, 1995
5:30 pm - 8:00 pm



Start Building Stage at 2:30 pm
to be done by 5:00 pm.



ASSOCIATED SOUND SERVICES INC.

HILLTOP INDUSTRIAL PARK
P.O. BOX 65
7954 ANGLETON COURT • NEWINGTON, VIRGINIA 22122
(703) 550-9550

file

FAX COVER SHEET

TO: BILL RISSELL
FAX #: 202.457.0473
FROM: PAUL G. MEADE
DATE: JULY 24, 1995
TOTAL NUMBER OF PAGES (INCLUDING COVER SHEET): 3
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PROBLEM WITH THE TRANSMITTAL OF THIS FAX.

OUR FAX NUMBER IS 703.550.9243

THANK YOU



total technical support services for productions

SOUND • LIGHTING • STAGING • TEMPORARY A.C. POWER DISTRIBUTION • GENERATORS



ASSOCIATED SOUND SERVICES INC.

HILLTOP INDUSTRIAL PARK
P.O. BOX 65
7954 ANGLETON COURT • NEWINGTON, VIRGINIA 22122
(703) 550-9550

PROPOSAL

CLIENT: BILL RISSELL
THE DOLE FOUNDATION
DATE: JULY 24, 1995
CONTACT: PAUL G. MEADE
EVENT: BUFFET RECEPTION
LOCATION: METROPOLITAN SQUARE
EVENT DATE: JULY 25, 1995

STAGING & DRAPE

1	12'X 24'X 24" STAGE CARPETED & SKIRTED	\$ 432.00
1	4'X 24' SKIRTED WHEELCHAIR RAMP	\$ 192.00
24'	BLUE PIPE AND DRAPE BEHIND STAGE	<u>\$ 240.00</u>
		\$ 864.00

SOUND

4	SR-1 LOUDSPEAKERS ON STANDS	\$ 280.00
1	EXECUTIVE PODIUM	\$ 75.00
1	HAND-HELD MICROPHONE	\$ 75.00
1	AMP RACK	\$ 75.00
1	CONTROL CONSOLE	\$ 75.00
	ALL CABLING AND ACCESSORIES	<u>\$ 75.00</u>
		\$ 595.00

VIDEO

1	CAMERA ON 4'X 8' CAMERA PLATFORM	
2	25" MONITORS ON 54" SKIRTED CARTS	
		\$ 450.00



total technical support services for productions

SOUND • LIGHTING • STAGING • TEMPORARY A.C. POWER DISTRIBUTION • GENERATORS

LABOR

8	MAN-HOURS TO INSTALL & REMOVE STAGING AND DRAPE	\$ 320.00
6	MAN-HOURS TO INSTALL & REMOVE SOUND	\$ 240.00
1	SOUND TECHNICIAN DURING EVENT	\$ 180.00
	DELIVERY & PICKUP OF ALL MATERIAL	\$ 150.00
		\$ 809.00

RENTAL	\$1,909.00
LABOR	\$ 890.00
TOTAL	\$2,799.00
DISCOUNT	10%
TOTAL	\$2,519.10

TERMS: 50% DUE UPON THE SIGNING OF THE PROPOSAL AND THE
REMAINDER IS DUE ON THE DAY OF THE EVENT.

PROPOSAL MUST BE ACCEPTED IN WRITING TO CONFIRM
THE EVENT DATE AND TERMS. SERVICES WILL NOT BE
PROVIDED WITHOUT A SIGNED PROPOSAL ON FILE.

Wm A. Rine
ACCEPTED BY: _____

7-25-95
DATE: _____

American Association of
People with Disabilities
1275 Pennsylvania Ave. NW, 3rd Floor
Washington DC 20004

95

July 25, 1995

15-52/540

Pay to the
order of

Associated Sound Services, Inc.

\$ 1,462.10

One thousand four hundred sixty-two and 10/100

Dollars

CRESTAR

Crestar Bank N.A.
Washington, DC

Reception

John D. Kemp

Issue Forum

YEAR FIVE of the
ADA Americans with Disabilities Act



JIM MARTINSON, age 48, won four races in the 15th National Veterans Wheelchair Games, held last month in Atlanta. He competed in a wheelchair manufactured by Quickie Designs, the successor to Magic in Motion, a company he founded. The businessman/athlete was training for the U.S. Olympic Ski Team when he was called up for service in Vietnam, where he lost both legs.

**"Promises to Keep":
Disability Policy
Past and Future**

MEETING THE CHALLENGE

On July 26, 1990, the Americans with Disabilities (ADA) was signed into law by President George Bush. Present were former Congressman Tony Coelho and Senator Bob Dole — both sponsors of the legislation, and both disabled themselves. Many in wheelchairs, others who could hear but not see proceedings — some who could see but not hear — gathered on the White House lawn. In the first five years of the ADA, how well have we met the challenges of disability?

The ADA Holds the Key to Employment For the Disabled

BY TONY COELHO

When I was young, I was pretty sure that I was invincible. Then one day, as I was driving around in a pickup truck with several friends, reality hit. The truck flipped, and I sustained a head injury. I started having headaches and blackouts, and was eventually diagnosed with epilepsy. Although I had been a highly sought-after college graduate, the job offers suddenly disappeared. Businesses didn't want me. Neither did the seminary where I had hoped to become a Jesuit priest.

My seizures were, and continue to be, intermittent and can be controlled with medication. In fact, February 8, 1995 is the first time I've had a seizure in the past 12 years. But in those days, when I was diagnosed, no one wanted to hire someone with epilepsy, and didn't have to — even if he or she was the best qualified candidate.

I'm only one of 49 million Americans who have a disability. I have

a successful career. I'm one of the lucky ones. Unfortunately, most people who have a disability still don't work. It doesn't have to be this way.

Senator Tom Harkin is fond of telling the story about a young man born with Downs Syndrome. His parents rejected medical advice that he be institutionalized. Instead they enrolled him in early-intervention programs, worked with the school system and Vocational Rehab people to get him education and training.

Today he works at a plant where he duplicates and dubs videotapes. He is a contributing member of his community and a consumer who, with his own money, has purchased such items as a color TV, a VCR, a stereo and a compact disk player. The total cost of his education and training: \$63,000. If he had been placed in an institution it would have cost \$4.8 million to care for him until age 60.

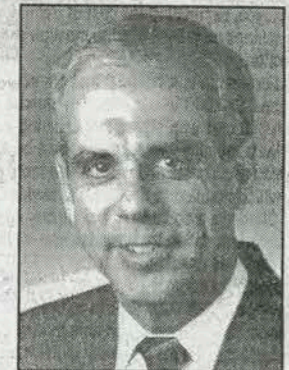
As Chairman of the President's Committee on Employment of people with Disabilities, I hear success stories

like this frequently. And, many businesses can share similar success stories. As business leaders have realized that they are running out of qualified people and that demand will increase for qualified workers at all levels over the next 15 years, there has been a positive change in attitudes in the business community.

Hundreds of companies have learned that employees with disabilities are a valuable resource. Like every one else, they want the opportunity to work hard for their wages and take pride in their workmanship.

Business leaders also realize that by eliminating discrimination in employment, we reduce costly dependence and contribute to our nation's economic growth because we turn those who depend on social and welfare programs into tax-paying citizens. Our economy loses between \$200 and \$300 billion a year in support payments and lost productivity by not using the skills and talents of workers with disabilities.

Many businesses have now recog-



Tony Coelho

nized that a previously untapped market of 49 million customers exists. According to the Census Bureau, this market controls \$188 billion in discretionary income.

The Americans with Disabilities Act is the one piece of legislation that I am most proud of introducing during my 10 years in the House of Representatives. At long last people with disabilities have an equal chance to compete for jobs. The ADA gives us the opportunity to

continued on next page

General Motors.

"Promises to Keep": Disability Policy Past and Future

BY BOB DOLE

As we approach the 5th birthday of the Americans with Disabilities Act, the future has never been brighter for people with disabilities. As a nation, we are increasingly committed to an accessible society — not only our buildings and our environment, but our hearts and minds as well.

The ADA is an important part of our nation's commitment to the full participation of people with disabilities. I know many in the disability community are worried about criticism of the ADA. There have been some 'crazy stories' in the press, but some fair criticisms as well. In my view, thoughtful debate is always healthy — it means that people are paying attention. In 1973, Congress passed the Rehabilitation Act, which required that federally funded programs be accessible. But for many years little happened. No one can say that's the case with the ADA.

Let us remember the ADA asks something of most Americans — usually not a lot, but sometimes a great deal. We should expect questions and concerns will be raised. We must make it our job to make the ADA work for both people with and without disabilities.

A quick tour of disability policy past and future will show how far we have come, and the distance we have yet to go.

FIRST SENATE SPEECH

Twenty-six years ago, I was elected to the U.S. Senate. After several months of careful thought, on April 14, 1969, I rose to give my first speech. I spoke not just about disability, but as a person with a disability myself. During World War II, on another April 14th, I was wounded in combat and joined the disability community.

I talked about values in disability policy — of independence, dignity and security. And how society had shut out people with disabilities: "As a minority, (people with disabilities have) always known exclusion — maybe not exclusion from the front of the bus, but perhaps from even climbing aboard it; maybe not exclusion from pursuing advanced education, but perhaps from experiencing any formal education; maybe not exclusion from day-to-day life itself, but perhaps from an adequate opportunity to develop and contribute to his or her fullest capacity."

continued on next page

ABOUT THIS SECTION

This issue forum was prepared by the Advertising Department of the Washington Post and did not involve the editorial staff of The Washington Post.

The material for this section was provided by Brock Brower, a freelance writer and editor. At the Justice Department from 1988-92, he worked on the Bush administration's review of the ADA legislation.

Special thanks are extended to the National Organization on Disability for suggesting this topic. N.O.D. President Alan Reich can be reached at (202) 293-5960.

For more information about this section, please contact Marc Rosenberg, Corporate Advertising Manager, The Washington Post, 1150 15th Street, NW, Washington, DC 20071, (202) 334-7634.

General Motors.

GM MOBILITY PROGRAM

"The GM Mobility Program can help you a lot. I know because my mom is part of it."

General Motors Corporation © 1995.



An active honor roll student, Tammie Groth doesn't believe in obstacles. Neither Connie, one of the many General Motors employees whose own lives are affected by it. It's their valuable insights that help make the GM Mobility Program work. Trans independence. That's something the people at General Motors know from their own

Call the GM Mobility Assistance Center. We'll give you: • The names of local companies that provide services, adaptive driving devices and vehicle modifications. • An informative videotape, "On the Move" for the General Motors cars and trucks that might work best for you. Then, if you buy or lease we'll reimburse you up to \$1000 toward the cost of adapting it or reinstalling your own adaptive equipment. Call 1-800-323-9935 (TDD users: 1-800-TDD-9935), or contact your Chevrolet, Pontiac, Oldsmobile, Buick or Cadillac Truck dealer to find out more.

Issue Forum

YEAR FIVE of the
ADA

The ADA Holds the Key to
Employment for the Disabled

change the way this country has traditionally done business.

Fear of the cost to accommodate disabled workers has proven to be unfounded. For example, Sears, Roebuck recently completed an assessment of accommodation it made between 1978 to 1992. During that time the department store documented 436 accommodations, 301 of which cost nothing. The average cost per accommodation was \$121.42.

Data from the President's Committee's Job Accommodation Network (JAN) show similar conclusions. According to employers who have called our toll-free assistance line, 68% of all accommodations cost less than \$500. Furthermore, these businesses tell us that for every \$1 they spent to make an accommodation, they saved an average of \$30 in such ways as being able to retain a qualified employee, eliminating the cost of training a new employee, or realizing savings on worker's compensation and on paying unemployment benefits.

For example, a hospital that spent \$600 on an accommodation realized \$20,000 in benefits. By purchasing an easy to maneuver push/pull cart with ergonomic cleaning tools when a housekeeping worker's mobility was restricted by a back injury, the hospital saved on insurance costs and was able to increase the worker's productivity, which resulted in the \$20,000 savings.

Similarly, a construction company spent approximately \$500 on an accommodation for a welder who had developed a cervical problem and was unable to wear the standard welder's helmet. By purchasing a lightweight helmet for the worker, the company estimated a savings of \$30,000. Both employee and employer benefited in this savings: the employee was able to stay on the job and increase his productivity, and his company didn't have to pay worker's compensation and the cost to train a new employee.

These are only two examples of employers recognizing the value of workers with disabilities. Since 1984, JAN has been providing practical solutions for employees and employers free of charge through a toll-free number. Between January and March, JAN responded to 11,784 calls. Clearly, there are many who recognize the value of people with disabilities in the workplace.

To discard the skills and talents of people with disabilities is a tragic waste our country can't afford. This has nothing to do with the enforcement of laws and regulations. It has to do with recognizing each individual's right to shape his or her own destiny. It has to do with recognizing ability. It has to do with our nation's economic well being. ■

Tony Coelho, former Democratic Congressman from California, heads the President's Committee on Employment of People with Disabilities. The Committee's phone number is (202) 376-6200.

Louis Harris/N.O.D. Survey Finds Employers
Overwhelmingly Support The ADA — And Jobs

BY HUMPHREY TAYLOR

Hopes have always run high within the disability community for improvement in employment with the passage of the ADA, but over the first five years, how has the new law been accepted by those who do the hiring — under its anti-discriminatory provision? To find out, the National Organization on Disability (NOD) commissioned Louis Harris Associates, Inc. to survey 404 employers, operating businesses, both large and small, and ascertain what changes the ADA had brought as legal guide or goad to their employing people with disabilities.

The Harris pollsters chiefly concluded that Corporate America strongly endorses the Americans with Disabilities Act and its goals, and has taken some steps to improve its own practices in relation to the employment of people with disabilities.

At the same time, the pollsters found that, even with this staunch support for the ADA, the number of corporations actually hiring people with disabilities has scarcely changed over the last nine years.

Their research also refutes two misconceptions about the ADA that have become politically current. The first misconception is

that many companies have incurred heavy additional costs, or have been badly mired in litigation because of the ADA. This is only true of a very small fraction of employers.

The second misconception is that Corporate America is not supportive of the ADA. The reverse is true. The overwhelming majority of senior corporate executives strongly support the ADA and do not favor weakening it in any way.

Since 1986, and a previous Harris survey of employers, the environment for the employment of people with disabilities has improved — although this change has been modest. More corporate programs geared toward the employment of people with disabilities have been put in place, and dramat-

ically more accommodations have been made by corporate employers.

These changes have resulted in some increased costs, though the costs seem to be modest. The employers feel that this effort has been worth it, and in the next three years there is likely to be an increased effort to hire people with disabilities. Whether any of this can be directly attributed to passage of the ADA has not been definitively proved by this survey. Other highlights:

The number of corporate employers with policies and programs for hiring people with disabilities has increased substantially, from 46 percent to a current 57 percent.

One of the most dramatic findings of this survey is that the number of companies that say accommodations have been made in the workplace has almost doubled since 1986. More than eight out of ten (81%) managers now say changes have been made as compared to 51 percent in 1986.

However, the number of companies who have hired people with disabilities has scarcely changed. The number is up only very slightly to 64 percent in 1995 from 62 percent in 1986. While this overall increase is insignificant, among the larger and medium sized companies the change has been more pronounced. On the other hand smaller companies show a decrease from 54 percent to a current 48 percent.

Corporate managers' attitudes toward the job performance of employees with disabilities are generally very positive. Very few (3% say only fair) give these employees negative marks. Furthermore, bringing more people with disabilities into the workforce is seen as

potential; fully 73 percent of employers see it that way. Comparably large numbers of employers also say that their employees would support policies to increase the number of people with disabilities.

Three quarters (75%) of the managers say they are likely to make greater efforts to hire people with disabilities in the next three years. Almost all corporate managers say that there will be at least the same amount of opportunity for people with disabilities. No one said that these opportunities would lessen.

The picture painted by this survey is not all positive towards employment of people with disabilities. The most important negative result involves costs.

Twice as many managers today as compared to 1986 (27% vs. 14%) say that the average cost of employing a person with a disability is greater than employing a person without a disability. However, by an 82 percent to 5 percent margin, the top managers and EEO managers also say that these costs will be worth it.

It is important to note that the costs of accommodation seem to be fairly modest. Among those executives who could provide figures, the median figure per accommodation is \$223 per employee.

The direct impact of the ADA is difficult to gauge. However, the overwhelming majority of corporate employers are strongly supportive of the ADA. Knowledge and awareness of the law are nearly unanimous, as is support for its basic provisions. However, most managers also say that it has had no direct impact on their companies as yet.

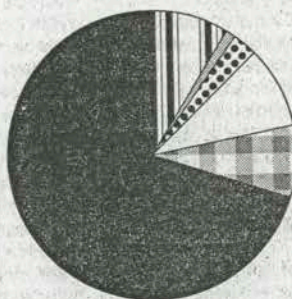
A large majority thinks that the ADA should not be changed. Only 12 percent think that the law should be weakened or even repealed. Eight percent say it should be strengthened.

Those surveyed say that because of the ADA their costs to accommodate people with disabilities have increased. However, most say that the costs have increased only a little. This echoes the other results in the survey.

Generally, the corporate managers are strongly supportive of the basic ideas of the ADA even if they also say that the law has had little direct impact. Contrary to some reports in the media, there is no sign of a corporate backlash against ADA. Change has occurred and seems likely to continue to do so in the future. ■

Humphrey Taylor is President of Louis Harris Associates.

BUSINESS OWNERS WERE ASKED:
Should the ADA Be Changed?



- 70% Keep As Is
- 8% Strengthen
- 9% Weaken
- 3% Repeal
- 1% Refused To Answer
- 9% Not Sure

New ADA Resource Available

Do you need help complying with the Americans with Disabilities

HELP FOR HIDDEN DISABILITIES

Do You:

- have problems with reading, writing, or spelling?
- have poor telephone skills?

AN ADVERTISING SUPPLEMENT TO THE WASHINGTON POST

Louis Harris/N.O.D. Survey Finds Employers Overwhelmingly Support The ADA — And Jobs

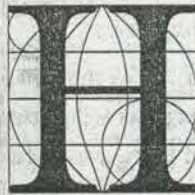
BY HUMPHREY TAYLOR

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NOD
NATIONAL
ORGANIZATION ON
DISABILITY

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ically more accommodations have been made by corporate employers.

These changes have resulted in some increased costs, though the costs seem to be modest. The employers feel that this effort has been worth it, and in the next three years there is likely to be an increased effort to hire people with disabilities. Whether any of this can be directly attributed to passage of the ADA has not been definitively proved by this survey. Other highlights:

The number of corporate employers with policies and programs for hiring people with disabilities has increased substantially, from 46 percent to a current 57 percent.

One of the most dramatic findings of this survey is that the number of companies that say accommodations have been made in the workplace has almost doubled since 1986. More than eight out of ten (81%) managers now say changes have been made as compared to 51 percent in 1986.

However, the number of companies who have hired people with disabilities has scarcely changed. The number is up only very slightly to 64 percent in 1995 from 62 percent in 1986. While this overall increase is insignificant, among the larger and medium sized companies the change has been more pronounced. On the other hand smaller companies show a decrease from 54 percent to a current 48 percent.

Corporate managers attitudes, toward the job performance of employees with disabilities are generally very positive. Very few (3%) say only fair give these employees negative marks. Furthermore, bringing more people with disabilities into the workforce is seen as being a real boost to the nation.

The survey confirms the findings of earlier research that people with disabilities represent an untapped

potential; fully 73 percent of employers see it that way. Comparably large numbers of employers also say that their employees would support policies to increase the number of people with disabilities.

Three quarters (75%) of the managers say they are likely to make greater efforts to hire people with disabilities in the next three years. Almost all corporate managers say that there will be at least the same amount of opportunity for people with disabilities. No one said that these opportunities would lessen.

The picture painted by this survey is not all positive towards employment of people with disabilities. The most important negative result involves costs.

Twice as many managers today as compared to 1986 (27% vs. 14%) say that the average cost of employing a person with a disability is greater than employing a person without a disability. However, by an 82 percent to 5 percent margin, the top managers and EEO managers also say that these costs will be worth it.

It is important to note that the costs of accommodation seem to be fairly modest. Among those executives who could provide figures, the median figure per accommodation is \$223 per employee.

The direct impact of the ADA is difficult to gauge. However, the overwhelming majority of corporate employers are strongly supportive of the ADA. Knowledge and awareness of the law are nearly unanimous, as is support for its basic provisions. However, most managers also say that it has had no direct impact on their companies as yet.

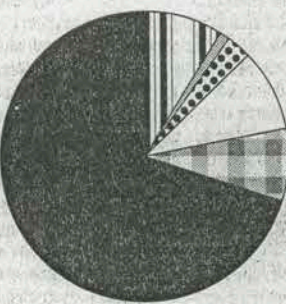
A large majority thinks that the ADA should not be changed. Only 12 percent think that the law should be weakened or even repealed. Eight percent say it should be strengthened.

Those surveyed say that because of the ADA their costs to accommodate people with disabilities have increased. However, most say that the costs have increased only a little. This echoes the other results in the survey.

Generally, the corporate managers are strongly supportive of the basic ideas of the ADA even if they also say that the law has had little direct impact. Contrary to some reports in the media, there is no sign of a corporate backlash against ADA. Change has occurred and seems likely to continue to do so in the future.

Humphrey Taylor is president of Louis Harris Associates, Inc. To obtain a copy of the NOD/Harris 1995 survey of Employment of People with Disabilities, write to: National Organization on Disability, 810 16th St. NW, Washington, DC 20006.

BUSINESS OWNERS WERE ASKED: Should the ADA Be Changed?



- 70% Keep As Is
- 8% Strengthen
- 9% Weaken
- 3% Repeal
- 1% Refused To Answer
- 9% Not Sure

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"Promises to Keep": Disability Policy Past and Future

from previous page



Sen. Bob Dole

BIG CHANGES — AND NEW ISSUES

Since that first speech, there have been big changes. Congress has passed dozens of laws to help promote the full participation of people with disabilities — culminating with the ADA

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Sen. Bob Dole

BIG CHANGES – AND NEW ISSUES

Since that first speech, there have been big changes. Congress has passed dozens of laws to help promote the full participation of people with disabilities – culminating with the ADA.

But many gains have come from the hard work of people with disabilities themselves. Today, across America there are hundreds of independent living centers and advocacy groups serving people with disabilities.

The issues are changing though, and are, in some ways, tougher. For example, this year is the 20th anniversary of the Federal special education law – the Individuals with Disabilities Education Act. It was needed, and I was proud to vote for it. It was unconscionable that thousands of children with disabilities were barred at the school-house door.

Although access in education remains a fundamental issue, new and more complicated issues often dominate the debate – school violence, competing demands on school budgets, and even allegations that students are mislabeled as disabled for financial or other reasons. Such complex problems often require careful arguments and often good data to address them.

Unemployment of people with disabilities also remains a big problem. Despite billions spent by the Federal government over the past decade, the job outlook for many has not improved, and is maybe even worse. In my first Senate speech I also said, "We in America are far from the half-way point of assuring that every (person with a disability) can become as active and useful as his abilities will allow." I believe we will reach that point only when employment among people with disabilities is at least half that of people without disabilities.

THE PROMISE OF TECHNOLOGY

Perhaps the most exciting avenue for progress is technology. On June 15, the Senate passed a sweeping telecommunications bill that will deregulate markets and spur innovation. We did not forget people with disabilities. We asked that all equipment and services consider the needs of those with disabilities. In my view, no group may benefit more from this legislation than people with disabilities.

The poet Archibald MacLish once wrote, "America was always promises." There still is much work to do, but never have America's promises been within closer reach for people with disabilities.

Bob Dole (R. Kansas) is the Majority Leader of the Senate and a candidate for President of the United States.

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Fallacy and Truth About the ADA

BY JUSTIN DART

All of the current attacks on the ADA pander to one basic fallacy which is seldom spoken, but deeply rooted in the attitudinal heritage of every culture.

Fallacy: People with serious disabilities are not fully human. They form a small minority whose fate is only marginally relevant to the concerns of ordinary people. The old approach: They are possessed by devils. Kill them. Banish them. Let them starve. The "enlightened" approach: They are tragic victims. Take care of them through welfare and charity. Give the presentable ones something to do, hire the handicapped. Keep the ugly and the "crazy" ones out of sight.

Truth: Science is creating a new human being. We live twice as long as we once did. Disability used to signal the end of active life. Now it is a common characteristic of a normal lifespan. Sooner or later it will occur in the lives of most people, surely in the life of every family.

Almost all new humans, including those with severe disabilities, have the potential to achieve far greater levels of productivity and prosperity than our strongest, smartest pre-science ancestors. Yet for the vast majority, with and without disabilities, that magnificent potential remains unfulfilled, because we allow obsolete attitudes to limit new abilities.

Fallacy: The ADA costs too much. It will bankrupt businesses and communities.

Truth: There have been no bankruptcies, no serious economic problems caused by the ADA. Not one. There never will be. The ADA specifically states that no public entity or business can be forced to do anything that will result in an undue financial burden. The ADA states that when necessary alternative services can be delivered to citizens with disabilities in ways that are equitable and most effective.

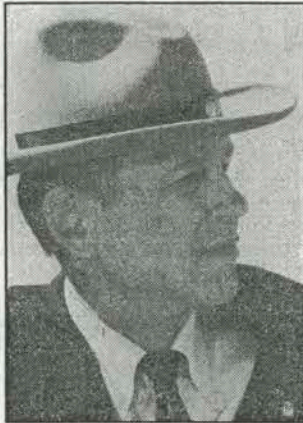
Seventy percent of working age Americans with disabilities are unemployed. Millions are forced to depend on public or private welfare. President George Bush estimated that this costs our nation almost \$200 billion cash every year. Who pays? Who else? Individual tax payers, businesses, families.

Historically, every time America has extended civil rights to another oppressed minority, the entire nation has prospered. The ADA clears the way for the members

of our poorest, most welfare dependent minority to work, to pay taxes, to be customers and full, contributing participants in their communities.

Fallacy: The ADA will cause an avalanche of litigation and frivolous claims.

Truth: No avalanche. As of January 1, 1995, less than one fiftieth of one percent of the entities covered by the ADA had actually been sued under the law. Of course there have been a few frivolous claims. Every new law is tested. Every right Americans have is subject to occasional abuse.



Justin Dart

Fallacy: The ADA signals "The Death of Common Sense." It imposes rigid, irrational regulations on businesses and communities.

Truth: Written in cooperation with the business oriented Bush administration, the ADA is a model of common sense, free enterprise civil rights law. It provides regulatory guidelines, but gives business owners

and local community officials unprecedented discretion to ask and to answer the most important questions: "Can we afford this accommodation?" "Is there another way to provide equality cheaper?" "Is this the most qualified person for the job?"

Fallacy: The ADA definition of disability is "loosely written." All kinds of people are claiming to have disabilities that do not fit traditional definitions.

Truth: The traditional definitions are wrong. There are far more people with real disabilities than Americans thought - 49 million and going up. There are far more kinds of disabilities and discrimination than Americans thought. The major component of the ADA definition of disability is simple and clear: "a physical or mental impairment that substantially limits one or more major life activities." It allows courts, public officials, businesspersons and ordinary citizens to make common sense decisions based on individual reality.

The truth is that ADA does not need to be trashed — or rewritten. It needs to be implemented. The world is watching. Will we use science and free enterprise to empower the new human? Failure is unthinkable. Success will mean the culture of our dreams. ■

Justin Dart, one of the earliest proponents of the ADA, was head of the President's Committee on Employment of People with Disabilities.

FEDERAL DISABILITY POLICIES: At Cross Purposes

BY CAROLYN L. WEAVER

Five years ago, proponents of the ADA — the most sweeping piece of legislation in history for people with disabilities — said that the legislation brought the promise of jobs as well as independence, freedom of choice, and access to "mainstream" America. Since work is the key to economic well-being in our society, whether the ADA delivers on its promise of jobs will be critical to its overall success.

While it is too soon to point to any empirical findings, there unfortunately is little reason to believe that the effect of the ADA on the employment and wages of people with disabilities will be nearly as great as envisioned. On the contrary, there is good reason to believe that the ADA will be harmful to the employment opportunities of people who are most disadvantaged in the job market. The reason is quite simple: the ADA imposes costly and uncertain obligations on employers contemplating hiring (or laying off) people with disabilities, yet does nothing to enhance the skills disabled people bring to the job market.

People with less severe disabilities, who already have jobs or who are well equipped to get them — especially those who are willing and able to press their claims before the EEOC — will no doubt benefit. But for people with severe disabilities, poor education, few work skills, and little or no work experience — those most in need of a "leg up" in the job market — the ADA runs the very real risk of undermining employment prospects.

This is not to disparage the worthy goals of the ADA. Few would deny that disabled Americans should have the same rights and opportunities as other Americans to compete in the job market. So too, few would question the occurrence of outright discrimination and the potential benefits of a civil rights measure to rectify that discrimination. But there is a hitch in applying traditional civil rights measures to people with disabilities. Unlike race, the minority classification that gave rise to the 1964 Civil Rights Act, the condition of disability itself generally (not always) limits work ability. Disabilities tend to reduce productivity on the job, limit the time that can be devoted to the job, or limit the jobs individuals are capable of performing. Without adjustments in the job or the

work place, a disabled individual may be unable to perform all the job-related tasks, or even the essential tasks, of the job as well as other workers or applicants.

Congress failed to face this issue head-on, either by measures to enhance the skills or capabilities of people with disabilities, reduce the barriers to part-time or low-wage work, or subsidize employers' adjustment costs. Instead, Congress simply mandated that employers provide "reasonable accom-

modations" to "qualified individuals with disabilities." (Needless to say, armies of federal bureaucrats, labor attorneys, personnel managers, vocational experts, and a newly emerging industry of ADA consultants, along with more than a few federal judges, are busy trying to sort out the meaning of these terms.) While some disabled workers will surely benefit, there are no assurances that these benefits will exceed the social costs. And sadly, the employment opportunities of low-skilled workers with disabilities — whose employment prospects are already restricted by minimum wage laws and other mandated benefits — will be further diminished.



Carolyn L. Weaver

The early experience at the EEOC is revealing. Of the 45,000 complaints involving employment discrimination under the ADA (filed as of March 31), fully half allege wrongful discharge by people who already had jobs and were attempting to hold onto them. This compares to 11 percent alleging hiring violations and 8 percent alleging pay or promotion violations. In contrast to what

in the popular press has become the stereotype of a person with a disability — someone who has, say, blindness or deafness, a mobility impairment requiring the use of a wheelchair, or mental retardation — people alleging back impairments are at the top of the list of complainants, accounting for one out of five cases filed to date. (Interestingly, of the 25,000 cases thus far resolved, one-third were found to have no reasonable cause and close to half were closed for administrative reasons.)

Ironically, as private businesses are burdened with the responsibilities attendant to carrying out a law intended to promote employment, the Social Security Administration is busy writing disability checks to ever-growing numbers of people who do not work and, in all probability, never will. In Year Five of the ADA, the number of people receiving cash benefits from SSA based on a disability stands at 10 million, up from 7 million in 1990, at an annual cost of \$64 billion. Including the costs of publicly-funded health care, the federal tab now hovers around \$100 billion.

Despite improvements in science and medicine, in technology, in rehabilitation, and in the labor market itself, people are finding their way onto the disability rolls earlier in life (generally on the basis of mental rather than physical impairments) and staying longer. For these people, the ADA amounts to an entitlement to something they will not use — at least not until the gains from work relative to non-work are altered sufficiently.

As it stands, the nation's two biggest commitments to people with disabilities — the ADA and the Social Security disability programs — operate at cross purposes. The ADA is based on the premise that people with disabilities, even severe disabilities, can, if provided the right environment, work and make lives for themselves and their families, and participate in "mainstream" America. SSA's disability programs are based on the premise that people with disabilities cannot work and need to be provided cash assistance, very likely for the rest of their lives. Surely the reality lies somewhere in between.

Carolyn Weaver is director of Social Security and Pension Studies at the American Enterprise Institute.