



Description of graphic: RI State Seal an anchor in gold behind a blue wheelchair logo. Just below is a blue banner with the state motto "Hope". All are in the center of a ring of 8 blue stars, in groups of 2 separated by the logos for Braille, hearing aids, low vision and amplified phone.

Governor's Commission on Disabilities Employment Committee

Thursday, January 19, 2012 9-10:30 AM

Governor's Commission on Disabilities
41 Cherry Dale Court, Cranston, RI 02920-3049
(voice) 401-462-0107 (fax) 462-0106 (tty) via RI Relay 711
(e-mail) crancourt@gcd.ri.gov
(website) www.disabilities.ri.gov

Attendees:	Pat Ryherd (Chair), Meryl Berstein, Vin Rossi, Melanie Sbardella		
Excused:	Sarah Everhart Skeels, Arthur Plitt, Linda Milner		
Staff:	Chris Rancourt Bruzzi		
	Agenda Topics	Moderator/Leader	Time
 Clock graphic	Call to Order	Pat Ryherd, Chair	9:10
 Law book	<u>Section 503 Part 60-741</u>	Pat Ryherd	9:11
	Purpose/Goal: Review the proposed revisions to <u>Part 60-741--Affirmative Action and Nondiscrimination Obligations of Federal Contractors and Subcontractors Regarding Individuals with Disabilities</u> regulation and prepare comments on the regulation for consideration by the Executive Committee.		
	Discussion: The OFCCP's fact sheet regarding the proposed revisions to Part 60-741--Affirmative Action and Nondiscrimination Obligations of Federal Contractors and Subcontractors Regarding Individuals With Disabilities regulation was reviewed and the following comments on the regulation were prepared for consideration by the Executive Committee: 1. Goals: Concern over the hiring goal of 7%. The employment committee recommends 5% given the economy and the issue of disclosure. 2. Data Collection: Concern over the suggestion to invite all applicants to self-identify as an "individual with a disability" at the pre-offer stage of the hiring process. The employment committee recommends removing this suggestion as it is unrealistic and to add the need for training and proposed recipients of the training on this affirmative action regulation. 3. Accommodation Requests: Concern is that the accommodation request process ends "and, if the request is denied, the reason for the		

	<p>denial." The employment committee suggests adding in a grievance procedure or written appeal process.</p> <p>4. Annual Reviews: The employment committee supports this.</p> <p>5: ADAAA Updates: The employment committee supports this.</p> <p>6. Additional NPRM topics: Concern over the possible inclusion of a 2 percent sub-goal for individuals with certain particularly severe or targeted disabilities. The employment committee does NOT support the inclusion this sub-goal.</p>		
 <p>Watch in a glass case with a happy retirement card in front</p>	Sandy Lupovitz's Early Retirement request	Pat Ryherd	9:40
Purpose/Goal: Discuss Sandy's request			
 <p>voting check off graphic</p>	<p>Discussion: The Employment Committee accepted Sandy's request for early retirement. Motion: To create a certificate of appreciation for Sandy's contribution to the Employment Committee and the GCD. Motion accepted: PR/MB Unanimously accepted.</p>		
 <p>Meeting table with chairs around</p>	Meeting Minutes	Pat Ryherd	9:45
Purpose/Goal: Acceptance of the October 2011 Minutes			
 <p>voting check off graphic</p>	<p>MOTION: To accept the minutes of the previous meeting as presented. MB/VR unanimously approved.</p>		
 <p>Woman presenting data on flipchart graphic</p>	Staff Notes	Chris Rancourt Bruzzi	9:48
Purpose/Goal: Acceptance of the October 2011 Minutes			
 <p>voting check off graphic</p>	<p>Discussion: Add to notes meeting with Oce Harrison on October 14, 2011. MOTION: To change the staff notes to reflect this addition presented. PR/VR unanimously approved</p>		
 <p>money graphic</p>	NEADA Contract Obligations	Pat Ryherd	9:50
Purpose/Goal: Review new 5 year NEADA grant from NIDRR.			

Discussion: The NEADA grant although still for \$24,000, the award is divided into 2 parts: 1) \$21,500 to be used as before and 2) \$2,500 to be spent for travel and registration at the annual ADA conference			
 <small>College student in cap and gown</small>	College and University Meeting	Pat Ryherd	10:15
Purpose/Goal: Plan for next College & University Meeting.			
Discussion: The spring of 2012 College and University meeting topic will be on Assistive Technology in early April and the goal is to hold it at Tech Access. MS volunteered to speak with a few colleagues about attending, panel formal suggested, starting time 8:30.			
 <small>calendar graphic</small>	Next Meeting	Pat Ryherd	10:25
Next meeting will be on: Thursday, March 15, 2012 9:00-10:30 in the GCD Conference Room.			
 <small>alarm clock graphic</small>	Adjournment	Patricia Ryherd	10:26
 <small>voting check off graphic</small>	MOTION: To adjourn. MB/MS, unanimously approved.		

January 23, 2012