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LRB098 20495 MST 56451 r

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HOUSE RESOLUTION

2 WHEREAS, Despite nearly 25 years of the Americans with
3 Disabilities Act, people with disabilities continue to face
4 barriers to equal opportunity in employment; in 2011, the
5 employment rate of adults with disabilities was 33.4%, as
6 compared to 75.6% for others; the full-time/full-year
7 employment rate for people with disabilities was 20.7%, as
8 compared with 55.5% for others; and

9 WHEREAS, On August 27, 2013 the United States Department of
10 Labor's Office of Federal Contract Compliance Programs
11 announced a final rule to the regulations implementing Section
12 503 of the Rehabilitation Act of 1973; and

13 WHEREAS, Section 503 prohibits federal contractors and
14 subcontractors from discriminating in employment against
15 individuals with disabilities, and requires these employers to
16 take affirmative action to recruit, hire, promote, and retain
17 these individuals; and

18 WHEREAS, The final rule strengthens the affirmative action
19 provisions of the regulations to aid contractors in their
20 efforts to recruit and hire individuals with disabilities,
21 improves job opportunities for individuals with disabilities
22 and makes changes to the nondiscrimination provisions of the

1 regulations to bring them into compliance with the Americans
2 with Disabilities Act Amendments Act of 2008; and

3 WHEREAS, The final rule sets a workforce goal of 7% for
4 individuals with disabilities; this requirement is not a quota,
5 but a way to ensure that contractors include disability in
6 their strategies around recruitment and hiring; and

7 WHEREAS, The final rule also includes provisions to invite
8 applicants and existing employees to voluntarily self-identify
9 as a person with a disability at both the job-application stage
10 and after a job offer has been made; and

11 WHEREAS, The final rule requires that contractors document
12 and update annually several qualitative comparisons for the
13 number of individuals with disabilities who apply for jobs and
14 the number of individuals with disabilities they hire; having
15 this data will assist contractors in measuring the
16 effectiveness of their outreach and recruitment efforts; and

17 WHEREAS, The final rule also brings the Section 503
18 regulations into compliance with the Americans with
19 Disabilities Amendments Act of 2008 which expanded the
20 definition of disability, and calls for employers to review
21 their policies and practices to ensure they are in compliance
22 with the Americans with Disabilities Amendments Act of 2008;

1 and

2 WHEREAS, Illinois has continually been a leader in ensuring
3 that individuals with disabilities have access to job
4 opportunities and full-time employment with an employment rate
5 of working age individuals with disabilities continually
6 higher than that of the national average; therefore, be it

7 RESOLVED, BY THE HOUSE OF REPRESENTATIVES OF THE
8 NINETY-EIGHTH GENERAL ASSEMBLY OF THE STATE OF ILLINOIS, that
9 we commend the U.S. Department of Labor for its rule changes to
10 Section 503 of the Rehabilitation Act of 1973; and be it
11 further

12 RESOLVED, That the State of Illinois will encourage and
13 assist federal contractors and subcontractors in the hiring of
14 individuals with disabilities; and be it further

15 RESOLVED, That a suitable copy of this resolution be sent
16 to U.S. Department of Labor Secretary Thomas Perez.