
2020 DISABILITY PRIORITY AGENDA PUBLIC POLICY PRIORITIES

Over the past several years, New York has advanced a number of initiatives intended to promote the independence and inclusion of people with disabilities. From the Olmstead Report, to the Employment First Initiative, and most recently, the ABLE Initiative, our community has supported and applauded the goals and intent of these initiatives. Yet, we have seen little advancement through legislation and financial investments to make the goals of these initiatives a reality. NYAIL's 2020 budget and legislative priorities would advance independence and community integration for New Yorkers with disabilities. Now more than ever, with dramatic policy changes being advanced at the Federal level, it is imperative that New York follows through on its promises to our community and enact laws to protect the civil rights and programs that allow people with disabilities to live independent, integrated lives in their communities. Below are NYAIL's 2020 legislative priorities.

Employment

- ❖ Prohibit the practice of paying people with disabilities below the minimum wage in New York State. A.7077 (Steck) and S.4018 (Skoufis).
- ❖ Waive the State's sovereign immunity to claims under the Americans with Disabilities Act (ADA) and Section 504. A.1092 (Lifton) and S.5208 (Sanders).

Government Operations

- ❖ Provide a necessary voice for people with disabilities in state government by reactivating the duties of the State Office for the Advocate for Persons with Disabilities. A.9004 (Steck).

Transportation

- ❖ Require transportation service providers, including taxis, limousines, and Transportation Network Companies (TNCs), to have accessible vehicles. A.7344 (Steck).
- ❖ Require counties to expand paratransit beyond ADA minimums. A.8515 (Steck).

EMPLOYMENT

- ❖ **Prohibit the practice of paying people with disabilities below the minimum wage in New York State.** A.7077 (Steck) and S.4018 (Skoufis).

For too long, people with disabilities have been segregated from the rest of society, shut away in institutions and facility-based employment settings. At these segregated settings and enclave type jobs in the community, agencies have been permitted to pay individuals with disabilities well under minimum wage under section 14(c) of the Fair Labor Standards Act (FLSA). However, the Supreme Courts 1999 *Olmstead* decision held that people with disabilities have the right to live and receive services in the most integrated setting. This is in large part why CMS required New York to phase out its subminimum wage jobs in their Transformation Agreement. Subminimum wage jobs also violate the new Home and Community Based Settings (HCBS) rule and thus would no longer be eligible for Medicaid funding.

The majority of facility-based employment settings are segregated, focused on production style work, and fail to provide adequate training or employment to individuals with disabilities and thus do not result in competitive, integrated employment. Many people with disabilities are not suited to production work and it is time we stop equating people with disabilities with this form of employment. We have also developed many successful employment models in the decades since 14(c) was enacted. It is time New York update its employment model away from segregated, subminimum wage settings to an Employment First model, developing each person's latent skills and talents and allowing them to become successfully employed like their nondisabled peers.

- ❖ **Waive the State's sovereign immunity to claims under the Americans with Disabilities Act (ADA) and Section 504.** A.1092 (Lifton) and S.5208 (Sanders).

State workers who have been discriminated against cannot sue their employer in Federal court for money damages, including lost wages. Businesses, schools, cities, counties, towns and villages and private employers cannot violate the ADA without the prospect of being held responsible in a court of law. State government must be held to the same standard. This bill would restore the same protections to state workers that they had from the passage of the ADA in 1990 until the *Garrett* decision in 2001---the same protections that ALL other workers still have.

GOVERNMENT OPERATIONS

- ❖ **Provide a necessary voice for people with disabilities in state government by reactivating the duties of the State Office for the Advocate for Persons with Disabilities.**
A.9004 (Steck).

The disability community desperately needs a voice in state government that represents all people with disabilities. Reinstating the Office for the Advocate for Persons with Disabilities is a critical first step. Originally established by Governor Mario Cuomo via Executive Order, this office was responsible for advising and assisting the Governor in developing policies designed to help meet the needs of people with disabilities and serving as the State's coordinator for the implementation of the Federal Rehabilitation Act of 1973 (this would now include the Americans with Disabilities Act and Olmstead).

As one of his first acts in office, Governor Cuomo continued Executive Order 26. However, despite the existence of the Office on the books, any advocacy function in State Government disappeared when the Justice Center reorganized itself without any advocacy functions. Though this bill passed the legislature in 2019, Governor Cuomo vetoed the bill, stating he would instead hire a Chief Disability Officer. While an important position, it has not yet been created, and the disability community does not feel a single person in the Executive Chamber can fulfill the same role as a state agency. A new home for advocacy and independent living must be established.

TRANSPORTATION

- ❖ **Require transportation service providers, including taxis, limousines, and Transportation Network Companies (TNCs), to provide an equivalent level of accessible service to wheelchair and other mobility-impaired users, comparable to the level of service they offer other passengers. A.7344 (Steck).**
- ❖ **Require counties to expand paratransit beyond ADA minimums. A.8515 (Steck)**

The limited availability of accessible transportation services is a major barrier faced by people with disabilities, often leading to unemployment, inability to access medical care, lack of access to voting sites, and isolation from friends, family, and full community participation. The lack of on-demand accessible transportation is a major contributor to this pervasive problem across the State.

Throughout most of the State, neither taxis or transportation network companies (TNCs) provide wheelchair-accessible service. New York City made some gains in getting a percentage of their taxis wheelchair accessible, however, much of this progress has been undermined by transportation network companies such as Uber, who are putting the accessible taxis out of business.

Outside New York City, there is virtually no wheelchair accessible taxi service. In some communities, paratransit is the only option; in others, there is nothing. It is imperative that all for-hire transportation services – including new transportation network companies – ensure a percentage of their fleet is accessible.

The Americans with Disabilities Act (ADA) mandates all counties provide Para Transit services to people with disabilities unable to take the fixed route bus. Service must be provided to locations within $\frac{3}{4}$ of a mile of the closest fixed route bus stop. While this is a minimum service, counties can and should provide transportation services to people with disabilities throughout their service area to ensure they can get to work, doctor appointments, and generally participate in their community.

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