

ICED Meeting Minutes

Stratton Building, Room 500 1/2, Springfield
100 W. Randolph, Suite 5-300, Chicago

June 4, 2014

1:30 p.m.

Attendance:

Debbie Johnson–Small/Department of Human Services, Employee member, telephone

Catherine Collier/Department of Children and Family Services, Employee Member/telephone

Karl Moulton/Department of Employment Security, Employee Member

William Bogdan, Secretary of State's Office/telephone

Margaret Harkness, Council on Developmental Disabilities/videoconferencing

Caroline Alamillo, Department of Employment Security/telephone

Wanda Satkas, Department of Human Services/telephone

Erik Cozzolino, Department of Human Services

Bob Griffith, Department of Human Services

Lori Tinsley, Treasurer's Office

Randolph A. Boschulte, Department of Commerce and Economic Opportunity

Fred V. Stewart, II, Department of Central Management Services

Annie Thompson, Lieutenant Governor's office, telephone

Wendy Butler, Department of Central Management Services

Andrew Barris, Civil Service Commission, telephone

Valerie McGee, representing Francisco Alvarado, Department of Human Services/Division of Rehabilitation Services, videoconferencing

Linda Lou Long, Department of Human Services

Tersita Gonzalez, Department of Children and Family Services

Sue Masten, Department of Human Services

Susan Allen, Department of Human Rights

Carlos R. Charneco, Department of Central Management Services

Approval of April 2, 2014 Minutes

Wendy Butler moved to approve the minutes and Karl Moulten seconded the motion. Fred Stewart noted that there appeared to be an incomplete sentence on Page 3 under Publication and it was found that there should have been a period at the end of the final paragraph and it was moved to accept to the minutes as corrected. Motion passed.

PRESENTATION

Margie Harkness of the Illinois Council on Developmental Disabilities gave an update on "Employment First". There has been a lot happening on both the state and federal level, she reported. The President has signed an executive order which establishes a minimum wage of \$10.10/hour, although it does still allow some work sites with a 14C Certificate to pay less.

The final rules on the 7% utilization goal under Section 503 of the Rehabilitation Act came out in March 2014. Goals have been set for hiring. Also, the Act now allows self-identification to be offered at a pre-offer stage.

Reauthorization of the Rehab Act is still being worked on. The major change here is that Independent Living will now move to Health and Human Services. Fifteen percent of all money must go to transition services and vocation rehabilitation must be used before any type of sheltered workshop is considered.

CMS has come out with some rules which apply to home and community-based settings. Illinois has currently submitted amendments to existing waivers and has 120 days to submit a plan on how it will comply. The setting cannot be a nursing home, treatment center for mental illness, hospital, or any other type of sheltered setting. The rules are very specific, Margie emphasized, as to what living arrangements are acceptable. She noted court cases in New Jersey and Oregon involving persons in workshop settings. Delaware has conducted a study of how their state does business with persons with disabilities. Illinois is currently looking to get an executive order signed and more rules and regulations on how to implement the order.

This has had a significant impact on Medicare and Managed Care Waivers. There are new definitions and some shift in the models that community providers are using.

Karl Moulton suggested that looking at it in the same way as accommodations might be helpful - market the fact that it might not be as expensive as perceived. He also noted that retention of people with disabilities must be built into hiring incentive requirements.

Susan Allen was going to look into putting the information from Margie's presentation on the website. Margie said she could send Susan all the links to sites that she used to get her information.

Work Group Reports

Internship Program for College Students with Disabilities

Susan Allen reported that Human Rights wants an intern and the Department of Human Services would like one intern. The Fire Marshal is retaining their current intern. It was noted that agencies need to notify ICED when they have an opening and give them time to recruit prospective interns and contact counselors.

Awards Committee

Bob Griffith gave a presentation on the awards ceremony. He said there was a sense of excitement and recognition of change at the ceremony. Responses to it were very positive, it was well organized and went smoothly, he noted. "We should pat ourselves on the back and realize we did good," Bob said. It was noted by other members that this is getting to be a larger and larger event and Susan Allen noted that they are reaching out to different people. She also said she wanted to thank the awards committee and the speakers. She also commented on what a remarkable story the caterer who was honored had.

A comment was made that it would be a great thing if even more publicity was obtained about the event (in addition to a news release). Wendy Butler suggested letting local papers know if someone from their area is being honored. Wanda Satkas said that she is planning on getting the information the high school project which was honored out to schools in her area. Susan Allen noted that this shows what mainstreaming of students does for the workplace. Linda Lou Long mentioned transition counselors would be helpful in making schools aware of the program and what can be achieved. Susan Allen, Wanda Satkas, and Linda Lou Long will work on getting information out to the transition counselors, who in turn can get the information distributed to their high schools.

Affirmative Action

Susan Allen reported that the disability survey is online and any employee can go online at any time and complete it. She continued by saying that information about the survey is sent out at the beginning of each year to each agency. It was noted that the Departments of Corrections and Veterans Affairs have had very good employee participation rates in this project. Susan brought forward the question of how to get greater participation – the goal is 80% of each agency's employees. Fred Stewart observed that some people do not even want to do the "Skip Survey" portion. Randy Boschulte suggested sending out a memo saying that the survey was mandatory. Lori Tinsley mentioned that some people may be afraid of repercussion if they complete it and ask for reasonable accommodation. Wendy Butler suggested that the need for completion could be emphasized at the quarterly personnel managers' meeting. Randy Boschulte noted that the survey reminders need to come from the agency director to get a good response. Fred Stewart suggested having directors ask for a list of who has not responded and sending out e-mails to those individuals reminding them of the need to complete the survey.

Publications/Website

Susan Allen reported that the website has needed updating for more than a year. ICED asked the Department of Central Management Services (CMS) for assistance, and they began to work on the website. CMS began with getting a platform for the website. Susan noted that they are at the point now where they can consider what members would like to see on the website. For instance, the content of the presentation at this meeting of the information on "Employment First" could be posted and the website could be used to promote the disability survey.

Other Business

Susan Allen reported on House Bill 4665 experienced a legal problem with language at the last minute and was not passed. She said that many agencies worked hard to pass the bill, and that ICED really appreciated all the help that was provided.

Susan also reported that the federal government has asked for comments on what could be done to make federal agencies a model employer of persons with disabilities. It was reported that ICED has prepared a response based upon what Illinois has done successfully. Fred Stewart provided some typographical corrections to the document. Wendy Butler said CMS would like to have it reviewed by their legal division before submission. There was a vote on submitting the document after all corrections were made, and it was reviewed by CMS legal division. Karl Moulton made the motion, and Wendy Butler seconded it. The motion passed.

The next meeting will be August 5 at 130 West Mason in Springfield.

Submitted By,

Barbara Peake