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**SUBSTITUTE HOUSE BILL 1941**

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**State of Washington**

**55th Legislature**

**1997 Regular Session**

**By** House Committee on Government Administration (originally sponsored by Representatives Robertson, Scott, D. Schmidt, Ogden, Cooke, Poulsen, Carrell, Wood, O'Brien, Cooper, Blalock, Costa, Cole, Conway, Gardner, Mason and Tokuda)

Read first time 03/05/97.

1       AN ACT Relating to supported employment for persons with  
2 developmental disabilities; adding new sections to chapter 41.04 RCW;  
3 and creating a new section.

4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

5       NEW SECTION.   **Sec. 1.** The legislature finds that the rate of  
6 unemployment among persons with developmental disabilities is high due  
7 to the limited employment opportunities available to disabled persons.  
8 Given that persons with disabilities are capable of filling employment  
9 positions in the general work force population, supported employment is  
10 an effective way of integrating such individuals into the general work  
11 force population. The creation of supported employment programs can  
12 increase the types and availability of employment positions for persons  
13 with developmental disabilities. Supported employment programs are not  
14 intended to displace employees or abrogate any reduction-in-force  
15 rights.

16       NEW SECTION.   **Sec. 2.** Unless the context clearly requires  
17 otherwise the definitions in this section apply throughout sections 3  
18 through 5 of this act.

1 (1) "Developmental disability" means a disability as defined in RCW  
2 71A.10.020.

3 (2) "Supported employment" means employment for individuals with  
4 developmental disabilities who may require on-the-job training and  
5 long-term support in order to fulfill their job duties successfully.  
6 Supported employment offers the same wages and benefits as similar  
7 nonsupported employment positions.

8 (3) "State agency" means any office, department, division, bureau,  
9 board, commission, or agency of the state of Washington, including  
10 institutions of higher education as defined in RCW 28B.10.016.

11 NEW SECTION. **Sec. 3.** By July 1, 1997, the office of financial  
12 management in consultation with the department of personnel, shall  
13 designate three agencies with at least fifty full-time equivalent  
14 employees to develop and implement a supported employment program. The  
15 number of agencies implementing a program shall be expanded by the  
16 office of financial management each year until all agencies with fifty  
17 or more full-time equivalent employees have implemented a program by  
18 January 1, 2001. A supported employment program must contain the  
19 following elements:

20 (1) Designating a coordinator who will be responsible for  
21 information and resource referral regarding the agency's supported  
22 employment program. The coordinator shall serve as a liaison between  
23 the agency and the department of personnel regarding supported  
24 employment. A person who serves as the agency's designee for issues  
25 pertaining to the Americans with disabilities act, 42 U.S.C. Sec. 12101  
26 (1990), may also serve as the coordinator for the agency's supported  
27 employment program;

28 (2) Establishing goals for hiring of persons with developmental  
29 disabilities;

30 (3) Submitting an annual report to the supported employment  
31 advisory committee. The annual report shall include: A description of  
32 the supported employment program in place, the number of persons placed  
33 in supported employment positions, and an overall evaluation of the  
34 strengths and weaknesses of the agency's supported employment program.

35 NEW SECTION. **Sec. 4.** (1) The department of personnel shall  
36 encourage, educate, and assist state agencies in implementing supported  
37 employment programs. The department of personnel shall provide human

1 resources technical assistance to agencies implementing supported  
2 employment programs.

3 (2) The supported employment advisory committee is created within  
4 the department of personnel. The committee shall consist of  
5 representatives from the department of personnel, the department of  
6 social and health services, and supported employment provider  
7 associations. The committee shall assist the department of personnel  
8 in meeting its obligations under subsection (1) of this section. The  
9 committee shall also examine and make recommendations concerning  
10 expanding the supported employment program to include people with other  
11 disabilities, including mental disabilities. The committee shall  
12 review annual reports submitted by each agency with a supported  
13 employment program. The committee shall make available, upon request  
14 of the legislature for the first four years of the program, an annual  
15 report that evaluates the overall progress of supported employment  
16 programs in the state. After the first four years of the program, the  
17 committee may submit biennial reports upon the request of the  
18 legislature. The committee shall terminate on July 1, 2006.

19 NEW SECTION. **Sec. 5.** The creation of supported employment  
20 positions under sections 3 and 4 of this act shall not count against an  
21 agency's allotted full-time equivalent employee positions or displace  
22 employees or abrogate any reduction in force rights.

23 NEW SECTION. **Sec. 6.** Sections 2 through 5 of this act are each  
24 added to chapter 41.04 RCW.

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