



October is National Disability Employment Awareness Month (NDEAM)

In an effort to increase the public's awareness of the contributions and skills of American workers with disabilities, in 1988 Congress designated each October as National Disability Employment Awareness Month (NDEAM). But the effort to educate the American public about issues related to disability and employment actually began in 1945, when Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to "National Disability Employment Awareness Month." (www.dol.gov/odep)

How can you support NDEAM? It can be as simple as putting up a poster to be more comprehensive, such as implementing a disability education program. Regardless, all play an important part in fostering a more inclusive workforce, one where every person is recognized for his or her abilities—every day of every month. The 2018 NDEAM theme is "America's Workforce: Empowering All."

According to the U.S. Department of Labor the percentage of people with disabilities in the labor force in 2017 was 18.7% compared with 65.7% for persons with no disability. The unemployment rate for those with disabilities was 9.2%, compared with 4.2% for persons with no disability.

In honor of NDEAM, please take the opportunity to celebrate and hire employees of ALL abilities.

Americans with Disabilities Act (ADA)

The Americans with Disabilities Act (ADA) became law in 1990. The purpose of the law is to protect people with disabilities from discrimination in employment. In 2008, Congress passed the ADA Amendment Act (ADAAA) to broaden the definition of "disability" that had been narrowed by Supreme Court decisions. These decisions limited the protection of disabled people that had been provided in the 1990 law.

How does the ADA affect your business?

Title 1 of the ADA prohibits discrimination in employment. It requires employers to provide reasonable accommodations for employees with disabilities. Employers are considered "covered entities" under this Act and must comply with Title 1. It applies to:

- * Businesses with more than 15 employees,
- * Employment agencies,
- * Labor organizations,
- * Joint labor-management committees.

Title 1 protects "qualified employees with disabilities." The term qualified means that the persons meet the requirements of the position that they are applying for or hold or can perform the major functions of the position with or without a reasonable accommodation.

How can an employer provide Reasonable Accommodations?

- * Ensure equal opportunity and access in the application process,
- * Make existing facilities accessible,
- * Restructure jobs,
- * Modify work schedules,
- * Provide modifying equipment,
- * Provide qualified readers or interpreters.

An employer cannot ask a potential or current employee if they have a disability. It is illegal. The employer MAY ask the potential or current employee if they can perform the major functions of the job. This will give the employees a chance to let you know if they need a reasonable accommodation.

Information on the ADA was taken from www.labor.ny.gov

Let us help YOU find YOUR new employees!

Contact Nancy Reccio at 518-842-3676 Ext. 3052 or nreccio@fmsworkforcesolutions.org

Candidate #1

Worker seeking a full-time **Bookkeeper/ Receptionist** position. Extensive experience in general office skills, accounts payable & receivable, inventory maintenance, bookkeeping, making bank deposits & reconciliations, answering telephones, and scheduling appointments.

A true asset to your team!

Candidate #2

Worker seeking a full-time **Transportation and/or Logistics Professional** position. 30 years of experience in warehouse logistics and operations management. Well-versed in materials management and inventory reconciliation. Effectively developed and implemented process controls and quality improvement initiatives that reduced costs and increased company revenue. Strong verbal communication and extremely organized. Skilled in conflict resolution, staff development, team leadership, and data management. Steady, long-term work history.

Ready to get to work!

Candidate #3

Worker seeking a full-time **Home Health Aide** position. Reliable, self-motivated Certified Home Health Aide and Personal Care Aide with excellent interpersonal and customer service/care skills. Ten years of Home Health Aide experience.

Enjoys seeing a job well done!

Candidate #4

Worker seeking a full-time **Security Guard** position. Certified Security Guard with 12 years of security guard experience. Excellent customer service and communication skills. Basic com-

puter skills. Clean, valid NYS Driver's License with experience escorting and driving vehicles to transport individuals to specified locations or to provide personal protection. High school graduate.

A ready-to-go asset for your team!

Candidate #5

Worker seeking a full-time **Customer Service, General Clerical, or Photographer** position. Creative, independent thinker with customer service skills. Reliable team member who enjoys new tasks and opportunities. Adept in verbal and visual communication, cameras, computers, and photo laboratory procedures. Computer skills include internet searches, email, Adobe Photoshop, MS Word, Access, Excel, and PowerPoint. BA in Journalism and AS in Communications. US Army Veteran.

Takes pride in work!



July Unemployment Rates

	<u>2018</u>	<u>2017</u>
Fulton County	4.5%	5.4%
Montgomery County	4.8%	5.6%
Schoharie County	4.5%	5.4%
New York State	4.2%	4.9%

****August Unemployment Rates unavailable at time of printing. To view August 2018 rates go to: <http://www.labor.ny.gov> and view press releases**

Creating Workforce Solutions for YOU!