

SMALL BUSINESS AND THE ADA: DOLLARS AND SENSE

small bus have to take action

either make accommodations or justify undue hardship
looking at economic -- it makes good dollars and sense.
small bus will now have a very large eager constituency for
potential employees and or costumers.

Labor 20000

Rehab technooogy

Immigration up the limits of immigratns comming in to increase
workers -- a few months earlier the Congress passed ADA -- ADA
passed 43 million AMERICANS ready and willing to work
Labor, immigration and ADA are all tied together.
ADA is great to bring about qualified workforce and strengthen
small and large businesses by providing qualified people who
happen to have a disability

It makes good sense b/c right noe sm. bus are paying for wlfare -
- it makes better sence to pay money in accommodations rather
than patying for dependece -- invest money in your business -- its
a natural incentive -- cant buy, they can't get a job-- no
transportation-- cant get there cant spend -- it's a web
discrimination and isolation ADA makes moral and economic sense
while at the same time doing good foe society.

testfied -- still concerned about sm bus -- it is cxomple itis
cinfusing undeu hardsio/reasonablke accommodation and I wonder
sometines and I,m familiar ___ I know what sm. bus have to go
through -- viewed as Federal gov't interbention in the
marketplace Tech asst will provide -- have approp fed doller --
accommodations require creativity -- I have and had concerns
reasonable accommodations -- small outlay -- didi it because it
makes good comon sense. Examplke of creativity and low cost
accommodation -- loyal consumers and workers. While it is fed
intervention -- it wil mean enhanced ecomoinc opprtunity for sm
bus -- but the law is crafted with built in incentives -- take
tax users and transforming into tax payers -- replacing new deal
welfare policies and letting people pull themseleves up by the
bootstraps -- letting people have self determination and letting
sm bus take advantage of this new constutuentcies by fedal
policies of dependence.

Tech wil enable is everchanging as we move from
manufacturying to a service econ0omy pvd have a role to play
obviously. Addt the pace of tech inivation is increasing and tech
is another key to accmondations - abilties to change key boards
so people with diABILITES WIHT LIMITED MOTOR CONTROL CAN ACCESS
TECH TO PERFORM THE JOB -- TO BE PRODUCTIVE -- TO USE THEIR
TALENTSD IN THE WORKFORCE INSTEADS OF ON THE COUCH.

tODAT SOMEONE MIHT BE ABLE BUT TOMOORW SOMEONE MIGHT BECOME
DISABLED WE NEED AS A NATION YO IVEST IN TECH FOR THOSE WHO

SUFFER FROM SPINAL CORD --WHAT KIND OF A NATION IS ITWHEN WE DISCARD POEPLW WHO WERE ONCE PRODUCTIVE JUST BECAUSE SONMEONE HAS PHYSICAL IMITATIONS -- THE INTELLECTURAL CONSTRIUTIONS THAT HTEY MIGHT BRING -- BECAUSE SOMEONE IS IN A WC DO WE SAY YOU HAVE TO LIVE A LIFE OF POVERY.

as A MEMBER OF cONGRESS -- CONCERNED WITH RIGHTS OF PEOPLE WITH BUS -- CRAFTED NOT TO BANKRUPT SM BUS -- NOT OT PUT BUS OUT OF BUSE BUT TO PROVIDE NEW EMPLOOYEES AND BRING IN CASH -- HURTING BUS ECEOMINCALLY IS NOT THE GOAL OF ADA

BC THIS IS AN ISSUE THAT HAS BEEN IMPORTANT OT ME FOR SOMETIME TO HELP PEOPLE WITH DIS AND SM BUS -- TAP INTO AN UNTAPPED RESOURSE -- THIS ISNT A ZERO SUM -- EVERYONE IS A WINNER -- THEY CAN BE IF WE WORK TOGETHER -- MENTION PWI PROGRAMS BW DISABILITIES AND BUSINESES.

CHANGING OUR THINOKING -- BE DIVERSIVE -- MULTICULTURAL -- INFLUX OF MINORITY GROUPOS BUT ALSO INLCUDES PEOPOLE WITH DIFFERENT MANTAL AND PHYSICAL DISABILITES. if WE ARE GOING TO BE A PLURALTISTIC SOCIETY WE MUST INCLUSE PEOPLE WITH DISABILITIES IN ADDITION TO THOSE OF DIFFERENT CULTURES AND GENDER.