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## United States Senate

COMMITTEE ON LABOR AND  
HUMAN RESOURCES

WASHINGTON, DC 20510  
May 26, 1987

Mr. Allen Reich  
President  
National Organization on Disability  
2100 Pennsylvania Ave., N.W.  
Washington, D.C. 20037

Dear Mr. Reich:

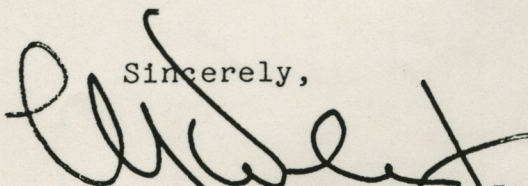
Thank you for your letter and the enclosed newsletters of the National Organization on Disability. I appreciate hearing from you and agree with you that all of America gains when the abilities of disabled persons are fully realized.

While progress was made during the 99th Congress to ensure maximum opportunities for all disabled individuals to fully participate in the mainstream of society we must continue to press forward to meet the challenges that remain. Those challenges are apparent in the workforce today and it will take a working partnership between government, and the public and private sector to rectify them. During the 100th Congress the Senate is continuing to remove the obstacles that remain through legislative proposals aimed at encouraging joint public and private sector initiatives.

You can be assured of my continued commitment to programs and legislation that benefit our nation's disabled population. I will continue to do all that I can to promote the independence and productivity of persons with disabilities as Ranking Minority Member of the Subcommittee on the Handicapped, so that all individuals will have the opportunities to become productive and contributing members of society.

Again, thank you for apprising me your organization's efforts.

Sincerely,



Lowell P. Weicker, Jr.  
United States Senator



NATIONAL ORGANIZATION ON

# DISABILITY



A private, non-profit organization

2100 Pennsylvania Avenue, NW Washington, D.C. 20037  
(202) 293-5960 - TDD (202) 293-5968

May 6, 1987

Hon. Lowell P. Weicker, Jr.  
U.S. Senate  
SH-303 HSOB  
Washington, D.C. 20510

Dear Senator Weicker:

America's 35,000,000 men, women and children with disabilities continue to strive for full participation. Education, jobs, worship, voting, access, transportation housing, cultural and social activities remain central in our lives, as they do in the lives of all Americans. This striving for full participation is the work of N.O.D. It usually goes unheralded. We need your help. I write now to bring our two quarterly publications and the opportunities they present to your attention.

First, the enclosed Capitol News summarizes federal legislation of importance to N.O.D.'s Community Partnership Committees in 1,900 towns, cities and counties across the country. We urge them to familiarize themselves with pending and enacted legislation and to express their concerns to you on matters covered in Capitol News.

Second, I am enclosing Initiatives, our new publication designed to encourage disability programs and commitment in the American business community. We ask that you commend and encourage the business leaders and their companies mentioned in Initiatives. They will appreciate it, and this, in turn, will further participation of people with disabilities.

Please do share with us, Senator Weicker, your ideas and suggestions for strengthening the leadership and involvement of two key leadership sectors in our society--the U.S. Congress and the business community. We are counting on you. All of America gains.

Sincerely,

Alan A. Reich  
President

Enclosures

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Dick Thornburgh  
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Reverend Harold Wilke  
Director, The Healing Community

Sir John Wilson, C.B.E.  
President, International Agency  
for the Prevention of Blindness

James S. Brady  
Chairman  
Community Awards Program

Max Cleland  
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Edward Kennedy, Jr.  
Special Ambassador for the  
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Rep. Austin Murphy

Rep. George O'Brien

Rep. Henry Waxman

Expand the participation of disabled citizens and all of America gains. Isn't it time to get involved?



# CAPITOL NEWS

SPRING, 1987

## BULLETIN BOARD

- Civil Rights Restoration Act
- New Federal Budget Would Cut Disability Funding: Congress is Examining Proposals
- Catastrophic Health Insurance for Disabled Americans
- New Chairmen for Senate and House Subcommittees
- Housing and Community Development Act
- Nonprofit Lobbying Rights Threatened
- New Social Security Disability Advisory Council
- V.A. Enacts New Steps for Disabled
- Supreme Court Declared Invalid Mandatory Health Care for Handicapped Infants
- Congress Votes Additional Homeless Aid
- Court Rules Support for Disabled Adults

**CIVIL RIGHTS RESTORATION ACT** Sen. Edward Kennedy (D-Mass) and Rep. Don Edwards (D-Calif), along with 53 co-sponsors, have introduced the Civil Rights Restoration Act. At the N.O.D. annual awards luncheon on February 20th, Sen. Kennedy urged support for the legislation that would, in effect, overturn the Supreme Court's Grove City College v. Bell decision and would apply Section 504 of the Rehabilitation Act on an institution-wide basis. A companion bill would create a new system of administrative law judges to hear discrimination complaints. Sen. Tom Harkin (D-Iowa), the new chairman of the Senate Subcommittee on the Handicapped, is one of the co-sponsors.





NEW FEDERAL  
BUDGET WOULD  
CUT DISABILITY  
FUNDING

The administration has submitted the first trillion dollar budget to Congress. Yet with all that money, it calls for budget cuts in most programs that would benefit people with disabilities. The Department of Health and Human Services, the agency handling most disability programs, would be particularly hard hit. One administration proposal, for example, would lump together funds for 26 different disability programs into something called "Social Services Discretionary Programs." States would receive one sum for all 26 programs, to spend as they see fit. Congress is examining this budget. What emerges is unlikely to resemble the administration's version. By early summer, Congress will set budget ceilings for federal agencies, then will determine individual budget items within each agency. Disability programs with uncertain futures include housing, special education, vocational education, vocational rehabilitation and Medicaid.

CATASTROPHIC  
HEALTH  
INSURANCE FOR  
DISABLED  
AMERICANS

An important legislative topic this session is catastrophic health insurance for elderly and disabled Americans. Senator Kennedy has introduced S210, to provide catastrophic health insurance, as has Congressman Pepper who introduced H.R. 65. The Reagan Administration has introduced its own bill to provide for a medicare program for catastrophic and prevention benefits. This plan would increase Medicare premiums and encourages the private insurance industry to get involved. While disabled persons who need long-term care would benefit, there are different ideas as to the specifics of the plan.

NEW CHAIRMAN  
FOR SENATE  
SUBCOMMITTEE  
ON THE  
HANDICAPPED

Senator Tom Harkin (D-IA) has accepted the Chairmanship of the Subcommittee on the Handicapped. The Subcommittee for the past four years was chaired by Senator Lowell P. Weicker, Jr. (R-CT). He will remain on the Subcommittee as the ranking minority party member. Senator Harkin came to the Senate in 1985 after serving for the past ten years in the House of Representatives. Bob Silverstein will serve as Staff Director for the Senate Subcommittee.

HOUSE  
SUBCOMMITTEE  
ON EDUCATION  
HAS NEW  
CHAIRMAN

The House of Representatives has named Representative Major R. Owens, a Brooklyn, NY, Democrat, to the Chairmanship of the House Select Subcommittee on Education. This important subcommittee has jurisdiction over most legislation that deals with education of the handicapped. Representative Owens is in his third term as a member of the House of Representatives. The former subcommittee chairman was Representative Pat Williams (D-MT).



HOUSING AND  
COMMUNITY  
DEVELOPMENT ACT

Congress will soon hold hearings on the Fair Housing Act of 1987 (H.R. 4 in the House; S. 508 in the Senate). The bills, which extend housing development for aging and handicapped people, include provisions for accessibility for the disabled.

NONPROFIT  
LOBBYING RIGHTS  
THREATENED

N.O.D. has joined other national nonprofit organizations to urge the withdrawal of Internal Revenue Service (IRS) proposed rules which would threaten the ability of nonprofit groups to lobby for legislation in behalf of disabled people. Published November 5, 1986, the proposed IRS rules would affect all nonprofit organizations which now are tax exempt under Section 501(c)(3) of the Tax Code. Foundations in the future also would come under these rules. Their wings would be clipped in urging legislation to benefit disabled people. N.O.D. believes that the new rules go beyond the intent of Congress when it passed the Tax Reform Act of 1976.

NEW SOCIAL  
SECURITY  
DISABILITY  
ADVISORY  
COUNCIL

Mandated by the Consolidated Omnibus Budget Reconciliation Act of 1985, a new Social Security Disability Advisory Council replaces the regular Advisory Council on Social Security. The new council is charged with making recommendations regarding the medical and vocational aspects of disability under the Social Security program. This includes the effectiveness of vocational and medical specialists in disability decisionmaking. In addition, Dorcas Hardy, SSA Commissioner, asked the new Council to study the removal of barriers to work for disabled people in Social Security Disability and Supplemental Security Income programs. The Council is holding 14 meetings in 1987. The Council welcomes written testimony from interested parties.

V.A. ENACTS  
NEW PROCEDURES  
FOR DISABLED

New regulations by the Veterans Administration will not allow service-connected disability benefits for veterans just coming on the rolls who fail to pursue vocational rehabilitation services. These veteran-applicants for benefits will be placed in "interrupted" status if they do not get rehabilitation. A caseworker will then determine whether they qualify for "discontinued status." VA's new rules went into effect January 23, 1987.



**SUPREME COURT  
DECLARED  
MANDATORY  
HEALTH CARE  
INVALID FOR  
INFANTS**

The Supreme Court has affirmed a lower court decision declaring invalid mandatory provisions of health care for handicapped infants. The regulations were promulgated in January, 1984, under Section 504 of the Rehabilitation Act. Health and Human Services has added a statement to its regulations which clarify that the sections in question are invalid as a result of the litigation.

**CONGRESS VOTES  
ADDITIONAL  
HOMELESS AID**

A high priority of the 100th Session of Congress is to pass a package of aid for homeless people that would total 725 million dollars. Mental Health services would be provided to those who are in shelters or in the streets.

**COURT RULES  
SUPPORT FOR  
DISABLED ADULTS**

The D.C. Superior Court Judge has ruled that parents have a duty to continue supporting disabled children even after they legally become adults. This decision was hailed as significant by advocates for the disabled, even though it has no immediate impact beyond the specific case involving a 21-year-old mentally retarded person whose father sought to terminate support.

## **The National Organization on Disability**

2100 Pennsylvania Ave., N.W., Suite 232, Washington, D.C. 20037  
(202) 293-5960



# INITIATIVES

## OF AMERICAN BUSINESS

### N.O.D. Launches Initiative for Business Partnerships

With this first issue of *Initiatives*, the National Organization on Disability announces the expansion of its efforts to enlist the cooperation of the business community in action programs, policies, practices and products for Americans with disabilities.

"Much is already being done by the business world," says Alan Reich, N.O.D.'s President, "and we want both to recognize these good efforts and en-

courage their replication. N.O.D. business supporters listed on page two, we are proud to say, include many of America's leading companies. They are carrying out initiatives which are outstanding models of corporate social responsibility."

"*Initiatives* will be published quarterly," says Mr. Reich, "in order to help develop and stimulate a network of business people who share our concern for bringing Americans with disabilities more fully into

the mainstream."

*Initiatives* is being sent to business, disability and government leaders nationwide. If you know of others who would like to receive it, please let us know. If you would like additional information, we also would be pleased to provide it. And, most importantly, please strengthen your own programs and initiatives involving disabled persons. All of America gains.

#### Message to Business Leaders

As a member of the Board of Directors of the National Organization on Disability, I am delighted to have this opportunity to speak out about the importance of expanding the participation of people with disabilities. Initiatives by business organizations to bring disabled people into the mainstream through employment, adaptation of products, more accessible workplaces, and community involvement are some of the ways we in business can make a difference.

While much remains to be done, the business community can be proud of its accomplishment in the area of disability. This story needs to be told, and that is the purpose of this newsletter, "*Initiatives*," produced by N.O.D. It will report the positive steps businesses are taking to expand the participation of disabled persons in American life.

"*Initiatives*" is the centerpiece of N.O.D.'s Business Partnership Program. I urge all companies to join JCPenney and the other companies listed in this newsletter to become Business Partners of N.O.D. Our goal is to increase the number of N.O.D. Business Partners dramatically in 1987. We can attain this goal with your help. Write to N.O.D. and we'll send you more information.

We look forward to improving future issues of "*Initiatives*" by including your ideas for expanding the participation of disabled persons and activities your firm has initiated. Please contact N.O.D. so that we can communicate them through this newsletter to other business leaders.

I look forward to working with you as an N.O.D. Business Partner. It's good business!

William R. Howell  
Chairman and Chief Executive Officer  
J. C. Penney Company, Inc.  
Member, Board of Directors,  
National Organization on Disability

#### McDonald's Succeeds With "McJobs" For Disabled Persons

"As president of McDonald's Corporation, I was proud to say yes to a most exceptional program," says Mike Quinlan. "It's called 'McJobs' and its purpose is to hire and train disabled people for jobs at McDonald's restaurants."

So far, McDonald's has provided jobs for the deaf, hearing impaired, legally-blind, mentally retarded, mentally ill, people with learning disabilities and orthopedic disabilities, and the educable-handicapped.

"The McJobs program has helped turn sad stories into success stories," says Quinlan. "And we're proud of each and every one of them."

McDonald's has two basic requirements of all qualified applicants. First, they must believe in themselves. And second, they must have the desire to prove that belief.

Each person they hire spends an extended training period with a specially trained job coach. These job coaches are not recruited through the social service community, but rather are full-time McDonald's employees who want the opportunity to work with the people with disabilities.

The results, says Quinlan, have been "phenomenal. Many people who had once been considered 'unemployable' by other employers now hold jobs of real responsibility within the McDonald's system. Their outstanding performance has disproven the myth that hiring the disabled worker is unprofitable," he says.





## NATIONAL ORGANIZATION ON DISABILITY

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Wyatt A. Stewart, III

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Dick Thornburgh

Former Governor of Pennsylvania

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Sen. Lowell Weicker

Rep. Tony Coelho

Rep. Julian Dixon

Rep. Bill Frenzel

Rep. Austin Murphy

Rep. George O'Brien

Rep. Henry Waxman

## Westinghouse Electric Sponsors Community Awards Program

Westinghouse Electric Corporation has provided support for the 1986 National Community Awards Program, produced by N.O.D. This is the fifth year in a row for Westinghouse's grant.

The cash awards in 1986 totalled \$20,000 and were given to winning Community Partnership Committees among the 1,900 towns, cities, and counties in the N.O.D. Community Partnership Program.

The awards recognize outstanding programs furthering participation of disabled persons in community life—employment, education, housing, transportation, recreational and social activities, voting, worship, and awareness.

Jim Brady, President Reagan's Press Secretary who was injured in the 1982 assassination attempt, is the Chairman of the Awards Program.

"Forming partnerships to solve community problems is the American way," says Brady.

In the latest year's program, Westinghouse also sponsored the printing of 50,000 28-page booklets on the award winners. The booklets have been distributed to communities throughout the country to inform them of local voluntary programs that work.

*"Disabled people have made many vital contributions to our economy and to our society. We can expect them to make still greater contributions once the remaining barriers to their employment are brought down."*

Ronald Reagan  
President  
United States of America

## Control Data Forms Division For Disabled

Control Data Corporation, a major high-tech firm, has formed a special Disability Services Division to help disabled persons increase their independence through the use of technology. The division will provide a number of programs, products, and services, emphasizing the following:

- Assistive equipment using advanced microelectronics and computer technology to help individuals overcome functional limitations.
- Special computer courses in using microcomputer software to increase productivity and prepare for jobs.
- Training programs for jobs in the information age marketplace.
- Evaluation equipment for assessing abilities, skills, and vocational interests.
- Seminars and workshops for rehabilitation instructors, disability counselors, and business managers to train, support, and work with individuals with disabilities.

## MEMBERS, BUSINESS PARTNERSHIP PROGRAM

The National Organization on Disability is grateful for the support and contributions of the following companies who are among the early contributors and are founding members of the Business Partnership Program.

Allen-Bradley Co.  
American Express  
Amway Corporation  
AT&T  
Avis-Rent-A-Car System, Inc.  
Baltimore Gas & Electric  
Basix Corp.  
Bell Atlantic  
BellSouth  
Benjamin Moore & Company  
Bristol Myers, Inc.  
Burlington Industries  
Cadillac Plastic & Chemical Co.  
Cahners Publishing Company  
CBS, Inc.  
Citibank  
Clark Material Systems  
Coca-Cola Company  
Collins & Aikman  
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Consolidated Edison  
Consolidated Freightways, Inc.  
E. I. du Pont de Nemours & Co.

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Stone Container Corp.  
Tandy Corporation  
The Hartford Insurance Group  
3M Corporation  
Thrift Drug Co.  
USX  
United Telecommunications  
Universal Companies, Inc.  
UNUM Life Insurance Company  
Verbatim Corp.  
Warner-Lambert Company  
Westinghouse Electric Corp.  
Wheat Securities  
Whirlpool Corporation  
Worthington Industries, Inc.  
Xerox Corp.



## Whirlpool Produces Books, Big Type Braille, and Cassettes for Appliances

The Whirlpool Corporation, major manufacturer of home appliances, has launched a program to assist disabled persons in operating their equipment.

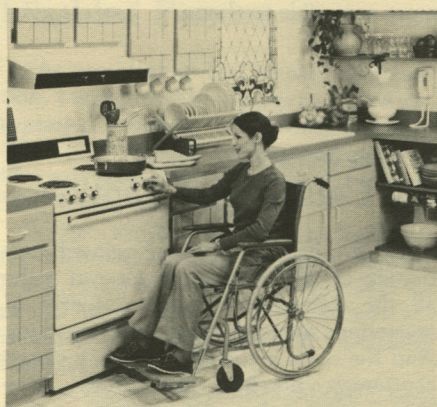
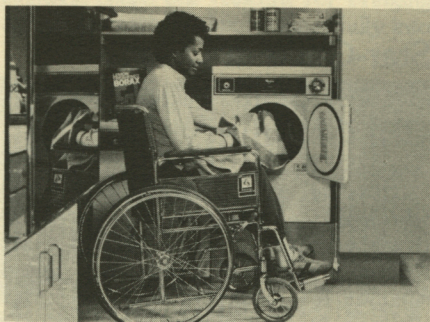
"Designs for Independent Living" is a booklet offering information on designing barrier-free kitchens and laundries, selection of appliance designs that best meet the needs of specific disabilities, and sources of information and help.

"Aids to Independent Living" provides many simple techniques suggested by disabled persons, rehabilitation specialists and appliance experts for ways to modify, install or use appliances more easily.

The company provides free of charge special adapter kits to change standard appliance controls to braille.

Also provided are big type books on the use and care of all their products, braille use and care guide books, big type cooking guides for microwave and range, and audio cassettes on use and care.

A toll-free number has also been provided to request further information. It is 800-253-1121.



*"American industry finds itself with an opportunity — a rich resource in those 35 million Americans described as disabled. Hiring and training men and women who are disabled is clearly a plus — for companies, for those eager to help themselves, and for our economy."*

Colby H. Chandler  
Chairman and Chief Executive Officer  
Eastman Kodak Company  
Member, N.O.D. Board of Directors

## Amway Sponsors Program To Aid Disabled Voters

The Amway Corporation has funded the printing of one million cards for distribution at polling places to assist disabled citizens to vote.

The cards were prepared by the National Easter Seal Society and N.O.D. and are a key part of N.O.D.'s Disabled Citizens at the Polls campaign.

The cards were used in training sessions last October for a million poll workers for use on election day. In many jurisdictions the cards were also available at polling sites on election day.

The cards provide suggestions for making voting places accessible and usable. They also suggest common courtesies and guidelines.

## Project MATCH Links N.Y. Disabled Grads and Jobs

More than 80 colleges and universities have begun to participate in Project MATCH, a newly developed clearinghouse linking employers in the New York City area with recent college graduates who have physical, emotional, or learning disabilities.

The schools, located within a 50-mile radius of the City in the New York-New Jersey-Connecticut area, have formed a vocationally-focused consortium to assure that graduates who have disabilities enter the work-force as readily as their non-disabled counterparts, and that they are offered employment that matches their education, training, and intellectual levels.

Through the project's database, employers will have an efficient single point of contact when seeking to identify potential employees.

More than 300 New York City area public and private sector employers have already indicated their intention to use the clearinghouse, without cost to the graduate or the employer.

## Merrill Lynch Produces Tape For Disabled Persons

Merrill Lynch, the securities investment company, has produced an audio cassette version of its popular brochure, "You and Your Money," for use by people with disabilities.

"You and Your Money" is one of the most popular educational brochures ever published by Merrill Lynch. Topics include budgeting, retirement planning, insurance and investment strategies.

Copies of the cassette have been distributed without charge to the 150 libraries that participate in the Library of Congress's National Library for the Blind and Physically Handicapped. The recording consists of two cassette tapes that run two-and-a-half hours.