



National Lieutenant Governors Association

1 **Resolution Supporting the Employment of People with Disabilities**

2 **WHEREAS**, there are 53 million Americans with disabilities (about 1 in 5 persons in the U.S.) and
3 10.5% of these people are unemployed, about double the rate of unemployment among people without
4 disabilities (4.6%); and ^{1 2}

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6 10.5% of these people are unemployed, about double the rate of unemployment among people without
7 disabilities (4.6%); and ^{3 4}

8 **WHEREAS**, the Americans with Disabilities Act (ADA) prohibits discrimination in employment
9 against qualified individuals on the basis of disability. A disability under the ADA is a physical or
10 mental impairment that substantially limits a major life activity such as hearing, seeing, speaking,
11 walking, breathing, performing manual tasks, caring for oneself, learning, or working; and

12 **WHEREAS**, an employer is required to provide a reasonable accommodation to an employee with a
13 disability unless the accommodation would be an undue hardship that would require significant
14 difficulty or expense; and

15 **WHEREAS**, the Rehabilitation Act prohibits discrimination based on disability in any programs
16 conducted by federal agencies, receiving federal funds, in federal employment, and in the employment
17 practices of federal contractors; and

18 **WHEREAS**, the percentage of people with disabilities in the US population rose from 11.9% in 2010
19 to 12.6% in 2013, 2014, and 2015; and ⁵

20 **WHEREAS**, the aging of America's workforce is one contributor to the growth in percentage of the
21 workforce which is disabled. About one in three Americans ages 65 to 69 have a disability, compared
22 with one in 10 for people ages 25 to 44; and ⁶

23 **WHEREAS**, anyone can become disabled at any time due to accident, illness, or aging; and

¹ "Persons with a Disability: Labor Force Characteristics Summary," U.S. Department of Labor, June 1, 2017.

² "CDC: 53 million adults in the US live with a disability," Centers for Disease Control and Prevention, July 30, 2015.

³ "Persons with a Disability: Labor Force Characteristics Summary," U.S. Department of Labor, June 1, 2017.

⁴ "CDC: 53 million adults in the US live with a disability," Centers for Disease Control and Prevention, July 30, 2015.

⁵ "2016 Disability Statistics Annual Report," Institute on Disability, University of New Hampshire, 2017.

⁶ "Americans with disabilities still can't land jobs," Moneywatch, 1-26-17.



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24 **WHEREAS**, employment opportunity means economic self-sufficiency, independence, and a chance at
25 the American dream. Many unemployed individuals with disabilities are ready, able, and willing to
26 work; and

27 **WHEREAS**, businesses employing disabled people have seen benefits such as lower turnover,
28 increased productivity, and access to a broader pool of skilled workers; and

29 **NOW, THEREFORE, BE IT RESOLVED** that the National Lieutenant Governors Association calls
30 on each member to encourage elected officials to work with businesses, state and territorial
31 governments, and disability and aging leaders to promote policies to address the high unemployment
32 rate of people with disabilities.

33 **BE IT FURTHER RESOLVED** that states are encouraged to be model employers of people with
34 disabilities, enacting policies that increase disability inclusion in the civil-sector workforce and serving
35 as an example for private-sector employers to follow.⁷

36 **BE IT FURTHER RESOLVED** that state and territorial officials should promote education and career
37 readiness policies and strategies that expect and prepare all youth, including those with disabilities, to
38 enter the workforce.⁵

39 **BE IT FURTHER RESOLVED** that states and territories are encouraged to ensure that transportation
40 is available, reliable, affordable and accessible to people with disabilities to support access to the
41 workplace.⁵

ADOPTED, this day, the 29th of June, 2018.

Sponsors: Lt. Governor Mike Cooney (D – Montana), Lt. Governor Suzanne Crouch (R – Indiana), Lt. Governor Justin Fairfax (D – Virginia), Lt. Governor Randy McNally (R – Tennessee), Lt. Governor Matt Michels (R – South Dakota), Lt. Governor Billy Nungesser (R – Louisiana), Lt. Governor John Sanchez (R – New Mexico), Lt. Governor Nancy Wyman (D – Connecticut), Lt. Governor David Zuckerman (D – Vermont)

⁷ “Work Matters,” The National Conference of State Legislatures and The Council of State Governments, December 2016.