

ASSEMBLY, No. 4874

STATE OF NEW JERSEY 218th LEGISLATURE

INTRODUCED JANUARY 15, 2019

Sponsored by:

Assemblywoman JOANN DOWNEY

District 11 (Monmouth)

Assemblyman ERIC HOUGHTALING

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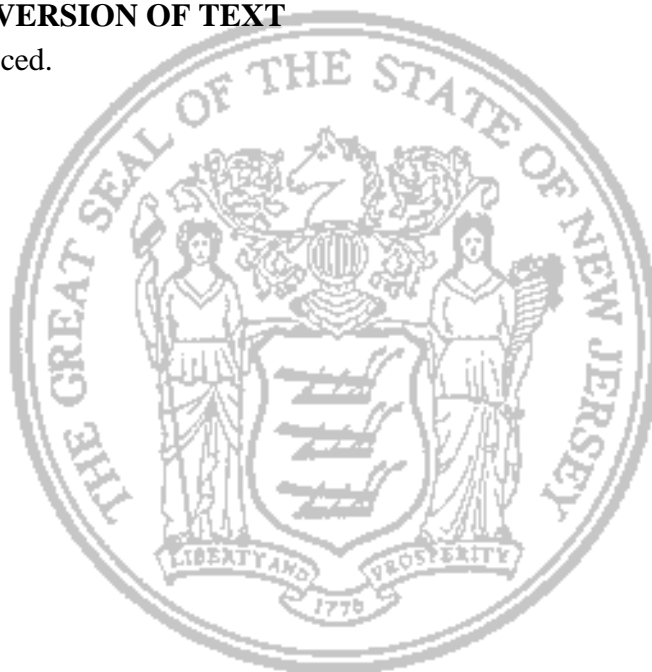
Assemblywomen Vainieri Huttle, Speight and Jasey

SYNOPSIS

Requires Division of Equal Employment Opportunity and Affirmative Action create “Model Employer for People with Disabilities” program for State government.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 6/21/2019)

1 AN ACT requiring the Division of Equal Employment Opportunity
2 and Affirmative Action to create a “Model Employer for People
3 with Disabilities” program and supplementing chapter 7 of Title
4 11A of the New Jersey Statutes.

5
6 **BE IT ENACTED** by the Senate and General Assembly of the State
7 of New Jersey:

8
9 1. a. The Legislature finds and declares that:
10 The United States spends approximately \$300 billion annually to
11 support unemployed people with disabilities who could be, and are
12 willing to be, employed. When people with disabilities become
13 employed, they achieve a vocational identity. People with and
14 without disabilities who achieve this vocational identity have more
15 disposable income, pay taxes, purchase more goods and services,
16 and have increased financial security. In addition, people who are
17 gainfully employed are more independent and self-confident, and in
18 many instances, no longer rely on costly government programs and
19 subsidies. New Jersey has policies regarding the employment of
20 people with disabilities and should develop and implement
21 programs to increase the number of employees with disabilities
22 working in State agencies.

23 b. The Division of Equal Employment Opportunity and
24 Affirmative Action in the Civil Service Commission shall develop
25 and implement a “Model Employer for People with Disabilities”
26 program. The program shall include policies and procedures to
27 increase the number of qualified employees with disabilities
28 working in State agencies. At a minimum, the programs shall
29 include: a review of State agency hiring procedures; placement and
30 advancement opportunities for people with disabilities; and
31 programs to increase outreach activities about job openings to
32 people with disabilities.

33 The division shall promulgate, pursuant to the "Administrative
34 Procedure Act," P.L.1968, c.410 (C.52:14B-1 et seq.), rules and
35 regulations to effectuate the purposes of this act.

36 c. A biannual report shall be prepared and distributed to the
37 Governor and the Legislature, pursuant to section 2 of P.L.1991,
38 c.164 (C.52:14-19.1). The report may include recommendations for
39 legislation, and at a minimum, shall include Statewide goals, if any,
40 and a study of government employment patterns for people with
41 disabilities.

42 d. For the purposes of this act, “State agency” shall mean and
43 include every department, division, office, agency or bureau of this
44 State, or any authority.

45
46 2. This act shall take effect immediately.

1 STATEMENT

2

3 New Jersey currently provides several employment programs and
4 opportunities for people with disabilities. Under this bill, the
5 Division of Equal Employment Opportunity and Affirmative Action
6 in the Civil Service Commission will develop and implement a
7 “Model Employer for People with Disabilities” program. The
8 program will include policies and procedures to increase the
9 number of employees with disabilities working in State agencies.
10 At a minimum, the programs will include a review of State agency
11 hiring procedures, placement and advancement opportunities for
12 people with disabilities, and programs to increase outreach
13 activities about job openings to people with disabilities.

14 A biannual report will be prepared and distributed by the
15 division. The report may include recommendations for legislation,
16 but at a minimum, it will include any Statewide goals, and a study
17 of government employment patterns for people with disabilities.