

1 SB464  
2 151537-2  
3 By Senators Figures, Irons, Beasley, Coleman, Smitherman,  
4 Dunn, Ross, Bussman, Hightower, Allen, Waggoner, Marsh, Smith,  
5 Blackwell, Pittman, Williams, Fielding, Taylor and Sanders  
6 RFD: Children, Youth Affairs, and Human Resources  
7 First Read: 18-APR-13

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8 SYNOPSIS: This bill would require state programs and  
9 services to promote the employment of youth and  
10 adults with disabilities by coordinating and  
11 collaborating to ensure that state programs,  
12 policies, procedures, and funding support  
13 competitive, integrated employment.

14 This bill would authorize state agencies to  
15 adopt rules to implement the act.

16 This bill would not require any employer to  
17 give preference to hiring individuals with  
18 disabilities.

19  
20 A BILL

21 TO BE ENTITLED

22 AN ACT

23  
24 Establishing the Alabama Employment First Initiative  
25 Act to require state programs and services to promote  
26 competitive employment of individuals with disabilities in an  
27 integrated setting.

1 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

2 Section 1. This act shall be known and cited as the  
3 Alabama Employment First Initiative Act.

4 Section 2. For purposes of this act, the following  
5 terms shall having the following meanings:

6 (1) COMPETITIVE EMPLOYMENT. Employment by an  
7 individual with a disability in the competitive labor market  
8 that is performed on a full-time or part-time basis in an  
9 integrated setting, and for which the individual is  
10 compensated at or above the minimum wage, but not less than  
11 the customary wage and level of benefits paid by the employer  
12 for the same or similar work performed by individuals who are  
13 not disabled.

14 (2) INTEGRATED SETTING. With respect to an  
15 employment outcome, a setting typically found in the community  
16 in which applicants with disabilities or eligible individuals  
17 with disabilities interact with individuals without  
18 disabilities, other than individuals without disabilities who  
19 are providing services to those applicants or eligible  
20 individuals to the same extent that individuals without  
21 disabilities in comparable positions interact with other  
22 persons.

23 Section 3. It is hereby declared to be the policy of  
24 the State of Alabama that competitive and integrated  
25 employment shall be considered a first option when serving  
26 persons with disabilities of working age who seek to obtain  
27 employment. This policy applies to programs and services that

1 provide services and support to help obtain employment for  
2 persons with disabilities. All state agencies shall follow  
3 this policy and ensure that it is effectively implemented in  
4 their programs and services. Nothing in this act shall  
5 require, or be construed to require, any employer to give  
6 preference to hiring people with disabilities.

7 Section 4. (a) All state agencies shall coordinate  
8 efforts and shall collaborate within and among such agencies  
9 to ensure that state programs, policies, procedures, and  
10 funding support competitive and integrated employment of  
11 individuals with disabilities. All state agencies shall,  
12 whenever feasible, share data and information across systems  
13 in order to track progress toward full implementation of the  
14 act.

15 (b) State agencies are authorized to adopt rules to  
16 implement this act.

17 Section 5. The Alabama Department of Mental Health  
18 is designated as the lead agency for coordinating this  
19 initiative among the various state agencies.

20 Section 6. This act shall become effective on the  
21 first day of the third month following its passage and  
22 approval by the Governor, or its otherwise becoming law.