



STATE OF HAWAII
STATE COUNCIL
ON DEVELOPMENTAL DISABILITIES
1010 RICHARDS STREET, Room 122
HONOLULU, HAWAII 96813
TELEPHONE: (808) 586-8100 FAX: (808) 586-7543
February 7, 2020

The Honorable Representative Joy A. San Buenaventura, Chair
House Committee on Human Services and Homelessness
Thirtieth Legislature
State Capitol
State of Hawai'i
Honolulu, Hawai'i 96813

Dear Representative Joy A. Buenaventura and Members of the Committee:

SUBJECT: HB 2419 - Relating to the Employment of Persons with Disabilities

The State Council on Developmental Disabilities **supports HB 2419**. The bill establishes Employment First as a state policy for persons with disabilities. Requires state and county agencies to implement Employment First in hiring and in all programs and services administered or funded by the State or Counties. Applies Employment First principles to Medicaid home- and community-based waiver programs.

The Council belongs to a workgroup of agencies involved with Employment First/Workforce Solutions which consist of representatives from;

- DHS/Division of Vocational Rehabilitation
- DOH/Adult Mental Health Division
- DOH/Developmental Disabilities Division
- DLIR/Work Force Development Division
- UH/Center on Disability Studies
- Office of the Governor
- Department of Community Services | City and County of Honolulu
- U.S. Dept. of Labor –Office of Federal Contract Compliance Programs

Although we are aware of the concerns and recommendations of the working group we belong to, the Council understands the intent of HB2419 differently. Last legislative session's HB747, we supported the understanding from the working group that the intent of HB747 was to establish Hawaii as an Employment First state, but the language within HB747 was not in line with the proposed Employment First Executive Order. We appreciate the fact that our recommendations were taken from our testimonies on HB747 when HB2419 was crafted. The Council understands that the intent of HB2419 to be different from HB747 whereas the State and Counties are encouraged to use principles of Employment First when hiring their personnel and will support Employment First as a state policy once the proposed Employment First Executive Order the working group presented to the governor is signed.

Thank you for the opportunity to provide testimony **supporting HB 2419**.

Sincerely,

Daintry Bartoldus
Executive Administrator

HB-2419

Submitted on: 2/4/2020 6:56:20 PM

Testimony for HSH on 2/7/2020 9:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Louis Erteschik	Hawaii Disability Rights Center	Comments	Yes

Comments:

This bill reflects an excellent policy that should be adopted and incorporated into the law. There are a lot of preconceived notions about individuals with disabilities and so people often assume they are less capable than they are. Not so long ago people thought they could not live outside of institutions and now they do, very successfully here in Hawaii. Employment is the next frontier of community integration and if we can overcome the old assumptions, more and more people will be integrated into the work environment, just as they are now integrated in their housing. Employing people with disabilities at a competitive wage is a high national and local priority.

We would be remiss if we failed to point out the lack of appropriate services available in Hawaii. The agencies that are supposed to assist them with employment do not always do so. For example, at the Division of Vocational Rehabilitation no new people are getting services. They are currently in an Order of Selection so right now nobody is getting VR services unless they have an existing IPE. We also have a DD system that has been getting increasingly restrictive in its eligibility criteria as people who should be receiving DD services are being told they are too high functioning. In theory those who are higher functioning should be good candidates for employment but without VR services or supported employment services it makes it much harder.

In sum, while we wholeheartedly believe this bill represents an excellent policy for the state, if the legislature truly wants to encourage the competitive employment of people with disabilities we believe it should provide more resources to the Division of Vocational Rehabilitation and the Developmental Disabilities Division so that they will serve individuals with disabilities in the manner they were intended to.



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House Committee on Human Services & Homelessness
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Honolulu, Hawai'i 96813

Dear Representative Joy San Buenaventura and Members of the Committee:

SUBJECT: HB 2419 - Relating to Employment of Persons with Disabilities

I am writing on behalf of a workgroup of agencies and we **support the intent of HB 2419**. The bill establishes an Employment First as a state policy for persons with disabilities. The bill requires state and county agencies to implement Employment First in hiring and in all programs and services administered or funded by the State or counties, including the Medicaid home- and community-based waiver programs.

Our workgroup, called Employment First Hawaii, consists of representatives from;

- City and County of Honolulu Department of Community Services
- Department of Education
- DOH/Adult Mental Health Division
- DOH/Developmental Disabilities Division
- DHS/Division of Vocational Rehabilitation
- State Council on Developmental Disabilities
- UH/Center on Disability Studies
- Office of the Governor
- USDOL Office of Federal Contract Compliance Programs

We support the intent of the bill for Hawaii to become an Employment First state and implement the principles ensuring that competitive integrated employment is the first and preferred option for adults and children of working age who have a disability. However, we would like it applied throughout the State and Counties, and not specifically target a group such as the waiver program personnel and in the hiring of staff by contracted agency providers that provide services under HCBS waiver programs. In order to become an Employment First State, we must keep the definition broad to include all individuals with disabilities. However, the employment of personnel in Medicaid Home and Community-Based waiver programs and hiring of personnel by contracted service

and care providers are not related to Employment First principles but relates more to Equal Employment Opportunity.

For this reason, we respectfully request the following changes;

- On page 1, line 16, add after "...governor has annually..."
- On page 1, line 17, remove "in 2017"
- On page 1, line 17 change "identify" to "identifying".
- On page 2, line 13 add "competitive" before integrated.
- On page 2, delete lines 15-21. Employment First principles ensure that employment is the first and preferred option for publicly-financed day and employment services for youth and adults with disabilities. The employment of waiver program personnel and hiring of contracted service provider personnel are not related to Employment First principles but are covered under the Equal Employment Opportunity...
- Page 3 line 7 delete [in hiring and]
- On page 6, lines 8-9 delete [with respect to employment of waiver program personnel]
- On page 6, lines 12-13 delete [with regard to employment of agency personnel]

Thank you for the opportunity to provide recommendations to **support HB 2419.**

Sincerely,
Chin Lee
Facilitator of Employment First Hawaii

HB-2419

Submitted on: 2/6/2020 9:54:32 AM

Testimony for HSH on 2/7/2020 9:00:00 AM

LATE

Submitted By	Organization	Testifier Position	Present at Hearing
Kaili Swan	Individual	Support	Yes

Comments:

I am support of employment frist person with disability I am a person with the disability and I'm lucky to have a good job I was this oppportunity for other like me please pass HB2419

Thank you

Maui

HAWAII SELF-ADVOCACY ADVISORY COUNCIL

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1010 RICHARDS STREET, #122, HONOLULU, HAWAII 96813 TELEPHONE: (808) 586-8169 FAX: (808) 586-7543

www.hisaac.org

501(c)3: 26-1795965

TO: The Honorable Representative Joy A. San Buenaventura, Chair
Representative Committee on Human Services and Homelessness,

FROM: Pomaika'i Souza, Maui Self-Advocacy Advisory Council, Chair

SUBJECT: HB 2419 – RELATING TO EMPLOYMENT OF PERSONS WITH
DISABILITIES

The 16 Self-Advocacy Advisory Council members of Maui are in support of HB 2419, relating to Employment of Persons with Disabilities.

LATE

Hawaii Self-Advocacy Advisory Council (SAAC) Mission Statement

The Hawai'i Self-Advocacy Advisory Council's mission is to raise awareness and quality of life for all self-advocates through leadership, education, and full participation in the community.

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TO: The Honorable Representative Joy A. San Buenaventura, Chair
Representative Committee on Human Services and Homelessness,

FROM: Cheryl Obrero, East Hawai'i Self-Advocacy Advisory Council, Chair

SUBJECT: HB 2419 – RELATING TO EMPLOYMENT OF PERSONS WITH
DISABILITIES

The 7 Self-Advocacy Advisory Council members of East Hawai'i are in support of
HB 2419, relating to Employment of Persons with Disabilities.

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Kona

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TO: The Honorable Representative Joy A. San Buenaventura, Chair
Representative Committee on Human Services and Homelessness,

FROM: Duke Ka'awa, West Hawai'i Self-Advocacy Advisory Council
Member

SUBJECT: HB 2419 – RELATING TO EMPLOYMENT OF PERSONS WITH
DISABILITIES

The 21 Self-Advocacy Advisory Council members of West Hawai'i are in support of HB 2419, relating to Employment of Persons with Disabilities.

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Kauai

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TO: The Honorable Representative Joy A. San Buenaventura, Chair
Representative Committee on Human Services and Homelessness,

FROM: Joshua Iloreta, Kaua'i Self-Advocacy Advisory Council, Chair

SUBJECT: HB 2419 – RELATING TO EMPLOYMENT OF PERSONS WITH
DISABILITIES

The 17 Self-Advocacy Advisory Council members of Kaua'i are in support of HB 2419, relating to Employment of Persons with Disabilities.

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Lana'i

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TO: The Honorable Representative Joy A. San Buenaventura, Chair
Representative Committee on Human Services and Homelessness,

FROM: Joshua Ige, Lana'i Self-Advocacy Advisory Council, Chair

SUBJECT: HB 2419 – RELATING TO EMPLOYMENT OF PERSONS WITH
DISABILITIES

As the only Self-Advocate on the island of Lana'i, the Lana'i Self-Advisory Council of Lana'i is in support of HB 2419, relating to Employment of Persons with Disabilities.

Hawaii Self-Advocacy Advisory Council (SAAC) Mission Statement

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Molokai

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TO: The Honorable Representative Joy A. San Buenaventura, Chair
Representative Committee on Human Services and Homelessness,

FROM: Brandon Reny-Wong, Moloka'i Self-Advocacy Advisory Council,
Chair

SUBJECT: HB 2419 – RELATING TO EMPLOYMENT OF PERSONS WITH
DISABILITIES

The 7 Self-Advocacy Advisory Council members of Moloka'i are in support of HB 2419, relating to Employment of Persons with Disabilities.

Hawaii Self-Advocacy Advisory Council (SAAC) Mission Statement

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O'ahu

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TO: The Honorable Representative Joy A. San Buenaventura, Chair
Representative Committee on Human Services and Homelessness,

FROM: Timothy Renken, O'ahu Self-Advocacy Advisory Council, Chair and
President of the Hawai'i State Advocacy Advisory Council

SUBJECT: HB 2419 – RELATING TO EMPLOYMENT OF PERSONS WITH
DISABILITIES

The 98 Self-Advocacy Advisory Council members of O'ahu are in support of HB 2419, relating to Employment of Persons with Disabilities.

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