
A BILL FOR AN ACT

RELATING TO PERSONS WITH DISABILITIES.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. Chapter 78, Hawaii Revised Statutes, is amended
2 by adding a new section to be appropriately designated and to
3 read as follows:

4 "~~§78-~~ Employment first; persons with disabilities. (a)
5 Employment first shall be a policy of the State and the
6 counties. State and county agencies shall ensure that
7 employment first is effectively implemented in hiring and all
8 programs and services administered or funded by the State and
9 counties, including programs and services that help persons with
10 disabilities obtain employment. All state and county agencies
11 shall coordinate efforts and collaborate to ensure that
12 programs, policies, procedures, and funding support competitive
13 employment for persons with disabilities. All state and county
14 agencies, whenever feasible, shall share data and information to
15 track progress toward full implementation of this section.



1 (b) Nothing in this section shall be construed to require
2 any employer to give a preference to hiring a person with a
3 disability.

4 (c) Nothing in this section shall be construed as
5 eliminating any other appropriate supported employment service.

6 (d) As used in this section:

7 "Competitive employment" means work in the competitive
8 labor market that is performed on a full-time or part-time basis
9 in an integrated setting, and for which a person with a
10 disability is compensated at or above the minimum wage, but not
11 less than the customary wage and level of benefits paid by the
12 employer for the same or similar work performed by a person
13 without a disability.

14 "Employment first" means:

15 (1) The full inclusion of persons with disabilities in the
16 workplace and community through integrated employment
17 as the first option for employment services for adults
18 and children of working age who have a disability; and

19 (2) Employment services are the first choice of services
20 that are offered for persons with disabilities
21 receiving assistance from publicly funded systems.



1 "Employment first" includes competitive employment.

2 "Integrated setting" means an employment setting in which
3 persons with disabilities interact with persons without
4 disabilities, other than persons without disabilities who are
5 providing services to those persons with disabilities, to the
6 same extent that persons without disabilities interact with
7 other persons in comparable positions."

8 SECTION 2. Section 346D-4, Hawaii Revised Statutes, is
9 amended to read as follows:

10 **"§346D-4 Provision of services.** (a) Services that
11 maximize the individual's independence shall be provided in the
12 individual's home, the home of a responsible relative or other
13 adult, or a residential alternative setting.

14 (b) The program shall provide the services in the most
15 economic manner feasible [~~which~~] that is compatible with
16 preserving quality of care through:

17 (1) Informal care providers, such as family members,
18 friends, or neighbors who regularly provide specific
19 services without remuneration and not as a part of any
20 organized volunteer activity;



1 (2) Individual providers hired and directed by the waiver
2 program individual to provide specific approved
3 services;

4 (3) Contracts with agency providers, such as home care
5 agencies and public or private health and social
6 service organizations;

7 (4) Contracts with individual providers, such as
8 counselors, nurses, therapists, and residential
9 alternative program operators who provide services for
10 the waiver program; and

11 (5) Program personnel, such as social workers and nurses
12 who are hired by the waiver program to provide
13 specific services.

14 (c) The department of human services shall practice
15 employment first principles, as described in section 78- ,
16 with respect to waiver program personnel."

17 SECTION 3. This Act does not affect rights and duties that
18 matured, penalties that were incurred, and proceedings that were
19 begun before its effective date.

20 SECTION 4. Statutory material to be repealed is bracketed
21 and stricken. New statutory material is underscored.



1 SECTION 5. This Act shall take effect on December 25,
2 2040.



H.B. NO. 1787 H.D. 2

Report Title:

Public Service; Persons with Disabilities; Employment First

Description:

Establishes employment first as a state policy with respect to persons with disabilities. Requires state and county agencies to implement this policy in hiring and all programs and services administered or funded by the State or counties. Requires DHS to apply employment first principles to medicaid home- and community-based services waiver program personnel. Effective 12/25/2040. (HD2)

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