

[First Reprint]

ASSEMBLY, No. 1017

STATE OF NEW JERSEY

219th LEGISLATURE

PRE-FILED FOR INTRODUCTION IN THE 2020 SESSION

Sponsored by:

Assemblywoman JOANN DOWNEY

District 11 (Monmouth)

Assemblyman ERIC HOUGHTALING

District 11 (Monmouth)

Assemblywoman CAROL A. MURPHY

District 7 (Burlington)

Co-Sponsored by:

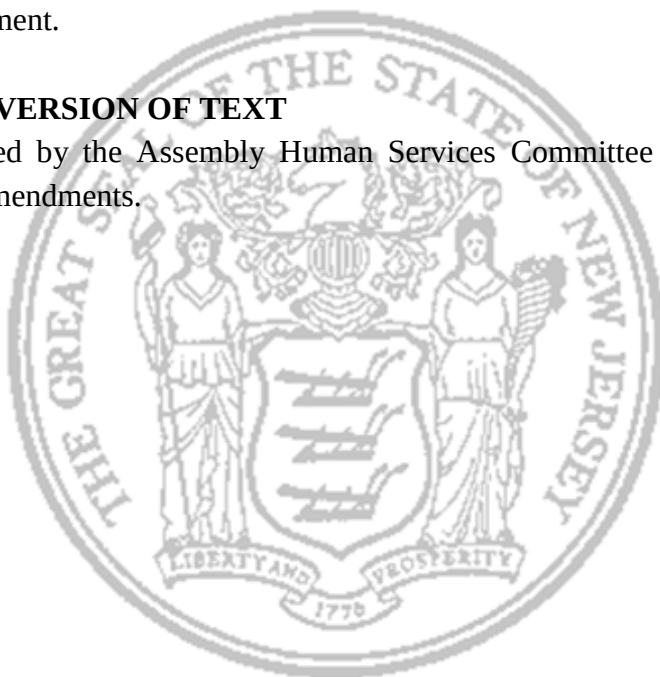
Assemblywomen Vainieri Huttie, Speight and Jasey

SYNOPSIS

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

CURRENT VERSION OF TEXT

As reported by the Assembly Human Services Committee on March 17, 2021, with amendments.



1 **AN ACT** requiring the Division of Equal Employment Opportunity and
 2 Affirmative Action to create a “Model Employer for **‘[People]**
 3 **Persons**¹ with Disabilities” program and supplementing chapter 7 of
 4 Title 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.]**¹ The Legislature finds and declares that:

10 **‘a.**¹ The United States spends approximately \$300 billion annually
 11 to support unemployed **‘[people]** **persons**¹ with disabilities who could
 12 be, and are willing to be, employed.

13 **‘b.**¹ When **‘[people]** **persons**¹ with disabilities become employed,
 14 they achieve a vocational identity. **‘[People]** **Persons**¹ with and
 15 without disabilities who achieve this vocational identity have more
 16 disposable income, pay taxes, purchase more goods and services, and
 17 have increased financial security.

18 **‘c.**¹ In addition, people who are gainfully employed are more
 19 independent and self-confident, and in many instances, no longer rely
 20 on costly government programs and subsidies.

21 **‘d.** **Although**¹ New Jersey has policies regarding the employment
 22 of **‘[people]** **persons**¹ with disabilities **‘[and should]** **‘, it is in the**
 23 **best interests of the citizens of this State to**¹ develop and implement
 24 programs to increase the number of employees with disabilities
 25 working in State agencies.

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

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

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

**EXPLANATION – Matter enclosed in bold-faced brackets [thus] in the above bill is
 not enacted and is intended to be omitted in the law.**

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Assembly AHU committee amendments adopted March 17, 2021.

1 d. For the purposes of this act, “State agency” shall mean and
2 include every department, division, office, agency or bureau of this
3 State, or any authority. ¹

4
5 ¹2. a. The Division of Equal Employment Opportunity and
6 Affirmative Action in the Civil Service Commission shall develop
7 and implement a “Model Employer for Persons with Disabilities”
8 program. The program shall develop policies and procedures to
9 increase the number of qualified employees with disabilities
10 working in State agencies. At a minimum, the program shall
11 include:

12 (1) a review of State agency hiring procedures;

13 (2) placement and advancement opportunities for persons with
14 disabilities; and

15 (3) activities to increase outreach to job openings for persons
16 with disabilities.

17 b. The division shall prepare and distribute to the Governor and,
18 pursuant to section 2 of P.L.1991, c.164 (C.52:14-19.1), to the
19 Legislature a biannual report on the “Model Employer for Persons
20 with Disabilities” program. The report shall include, at a minimum,
21 information on government employment patterns for persons with
22 disabilities and any recommendations for legislation the division
23 deems appropriate to effectuate the purposes of the program.

24 c. As used in this section, “state agency” means any authority,
25 department, division, office, agency, or bureau of this State. ¹

26
27 ¹3. The Division of Equal Employment Opportunity and
28 Affirmative Action in the Civil Service Commission shall
29 promulgate, pursuant to the "Administrative Procedure Act,"
30 P.L.1968, c.410 (C.52:14B-1 et seq.), rules and regulations to
31 effectuate the purposes of this act. ¹

32
33 ¹[2.] ¹4. ¹ This act shall take effect immediately.