

By: Senator(s) Burton

To: Rules

SENATE CONCURRENT RESOLUTION NO. 563

1 A CONCURRENT RESOLUTION EXPRESSING THE INTENT OF THE
2 LEGISLATURE THAT MISSISSIPPI SHALL COMMIT TO BECOME AN "EMPLOYMENT
3 FIRST" STATE RELATIVE TO PERSONS WITH DISABILITIES.

4 WHEREAS, the Mississippi Legislature recognizes that
5 Mississippians with disabilities have the ability and desire to
6 seek employment in integrated settings, to be compensated fairly
7 through competitive wages, and to achieve economic
8 self-sufficiency as equal members of the workforce; and

9 WHEREAS, Mississippians with disabilities have a right to the
10 opportunity for competitive employment; and in order to achieve
11 meaningful and competitive employment for persons with
12 disabilities, employment opportunities in fully integrated work
13 settings shall be the first and priority option explored in the
14 service planning for working-age persons with disabilities.
15 Henceforth, Mississippi will be known as an "Employment First"
16 state; and

17 WHEREAS, "disability" is defined, with respect to an
18 individual, as a physical or mental impairment that substantially



19 limits one or more major life activities of such individual with
20 record of such impairment; and

21 WHEREAS, "competitive employment" means work in the
22 competitive labor market that is performed on a full-time or
23 part-time basis in an integrated setting and for which a person
24 with a disability is compensated at or above the minimum wage, but
25 not less than the customary wage and level of benefits paid by the
26 employer for the same or similar work performed by persons without
27 disabilities; and

28 WHEREAS, "integrated setting" means with respect to an
29 employment outcome, a setting typically found in the community in
30 which persons with disabilities interact with persons without
31 disabilities, other than persons without disabilities who are
32 providing services to those persons with disabilities, to the same
33 extent that persons without disabilities in comparable positions
34 interact with other persons; and

35 WHEREAS, Mississippians with disabilities are a largely
36 untapped resource for employers and the hiring of Mississippians
37 with disabilities represents a viable business solution to meet
38 the needs of employers while providing opportunities for
39 individuals with disabilities to use their strengths and their
40 skills toward the economic good of the state:

41 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE OF THE STATE OF
42 MISSISSIPPI, THE HOUSE OF REPRESENTATIVES CONCURRING THEREIN, That



43 the State of Mississippi shall commit to become an "Employment
44 First" State as follows:

45 (a) State agencies that provide services and support to
46 persons with disabilities shall coordinate efforts and collaborate
47 within and among such agencies to ensure that state programs,
48 policies, procedures and funding support competitive employment in
49 integrated settings for persons with disabilities who are of
50 working age.

51 (b) All state agencies shall, whenever feasible, share
52 data and information across systems in order to track progress
53 toward full implementation of "Employment First" and shall adopt
54 measurable goals and objectives to promote assessment of progress
55 in implementing this resolution.

56 BE IT FURTHER RESOLVED, That this resolution shall be
57 transmitted to the Governor and the State Personnel Board for
58 distribution to state agencies and be made available to the
59 Capitol Press Corps.

