

2020 -- S 2738

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STATE OF RHODE ISLAND

IN GENERAL ASSEMBLY

JANUARY SESSION, A.D. 2020

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A N A C T

RELATING TO PUBLIC PROPERTY AND WORKS – EMPLOYMENT OF PERSONS WITH
DISABILITIES ON STATE CONTRACTS

Introduced By: Senator Maryellen Goodwin

Date Introduced: March 04, 2020

Referred To: Senate Finance

It is enacted by the General Assembly as follows:

1 SECTION 1. Title 37 of the General Laws entitled “Public Property and Works” is hereby
2 amended by adding thereto the following chapter:

3 CHAPTER 37-14.4

4 EMPLOYMENT OF PERSONS WITH DISABILITIES ON STATE CONTRACTS

5 **37-14.4-1. Contract requirements for employers with public contracts.**

6 (a) Any company awarded a contract to provide services in the state of Rhode Island, or
7 any political subdivision therein, that receives funds appropriated by the general assembly, shall
8 employ individuals with disabilities. Notwithstanding any general or specific law to the contrary,
9 the department of administration, in consultation with the executive office of health and human
10 services, shall implement and promulgate rules and regulations to administer this section.

11 (b) A contract for services means and shall include, but is not limited to, landscaping
12 services, mailroom services, food services, fleet management services, manufacturing services,
13 trash removal services, document destruction services, electronic scanning of documents, and
14 facility management services, such as HVAC services, painting services, emergency repair
15 services, janitorial services and snow removal services.

16 (c) For the purposes of this chapter, an individual with a disability shall be defined as an
17 individual:

18 (1) Who has a severe physical or mental impairment which seriously limits one or more

1 functional capacities with respect to employment outcome, such as mobility, communication, self-
2 care, self-direction, interpersonal skills, work tolerance, or works skills;

3 (2) Whose vocational rehabilitation can be expected to require multiple vocational
4 rehabilitation services over an extended period of time; or

5 (3) Who has one or more physical or mental disabilities resulting from amputation, arthritis,
6 blindness, burn injury, cancer, cerebral palsy, cystic fibrosis, deafness, head injury, heart disease,
7 hemiplegia, respiratory or pulmonary dysfunction, intellectual or developmental disability, mental
8 illness, multiple sclerosis, muscular dystrophy, musculo-skeletal disorders, neurological disorders
9 (including stroke and epilepsy), paraplegia, quadriplegia, and other spinal cord conditions, sickle
10 cell anemia, specific learning disability, end-stage renal disease, or other disability or combination
11 of disabilities determined on the basis of an assessment for determining eligibility and vocational
12 rehabilitation to cause comparable substantial functional limitation.

13 (d) The percentage requirements as set forth in subsection (e) of this section, shall be met
14 within one year of issuance of a contract; provided, however, that the requirements under this
15 section shall apply only to new hires under service contracts as described in subsection (a) of this
16 section.

17 (e) The percentage requirement set forth in this section shall be phased into effect as
18 follows:

19 (1) Commencing January 1, 2021, at least two percent (2%) of employees shall be
20 individuals with disabilities in accordance with subsection (a) of this section;

21 (2) Commencing January 1, 2022, at least three percent (3%) of employees shall be
22 individuals with disabilities in accordance with subsection (a) of this section;

23 (3) Commencing January 1, 2023, at least four percent (4%) of employees shall be
24 individuals with disabilities in accordance with subsection (a) of this section;

25 (4) Commencing January 1, 2024, at least six percent (6%) of employees shall be
26 individuals with disabilities in accordance with subsection (a) of this section; and

27 (5) Commencing January 1, 2026, at least seven percent (7%) of employees shall be
28 individuals with disabilities in accordance with subsection (a) of this section.

29 SECTION 2. This act shall take effect upon passage.

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EXPLANATION
BY THE LEGISLATIVE COUNCIL
OF

A N A C T

RELATING TO PUBLIC PROPERTY AND WORKS – EMPLOYMENT OF PERSONS WITH
DISABILITIES ON STATE CONTRACTS

1 This act would require any company that is issued a contract for services in the state of
2 Rhode Island, or any political subdivision therein, to employ a certain percentage of individuals
3 with disabilities.

4 This act would take effect upon passage.

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