

Mass Workforce Issuance

Workforce Issuance No. 08-40

Policy Information

To: Chief Elected Officials
Workforce Investment Board Chairs
Workforce Investment Board Directors
Title I Administrators
Career Center Directors
Title I Fiscal Officers
DCS Regional Managers

cc: WIA State Partners

From: Jennifer James, Undersecretary of Workforce Development
Executive Office of Labor and Workforce Development

Date: October 6, 2008

Subject: **ADA Amendments Act of 2008**

Purpose: To notify Local Workforce Investment Boards, One-Stop Career Center Operators and other local workforce investment partners of the enactment of amendments to the Americans with Disability Act of 1990.

Background: On Thursday, September 25, 2008, President George W. Bush signed into law: **S.3406**, the "**ADA Amendments Act of 2008**," which clarifies and broadens the definition of disability and expands the population eligible for protections under the Americans with Disabilities Act of 1990. The Act is intended to restore congressional intent with regard to the application of a broad interpretation of conditions that "substantially limit" one or more major life activities of an individual in determining if the individual is covered by the Americans with Disabilities Act of 1990. The amendments were enacted in response to a series of Supreme Court decisions that Congress believed too narrowly defined the parameters of coverage and severely restricted, against Congressional intent, an individual's ability to seek redress for discriminatory practices under the Act.

The ADA Amendments of 2008 can be accessed through the following link:

http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=110_cong_bills&docid=f:s3406enr.txt.pdf

Action

Required: Please assure that all staff are aware of the contents of this Issuance.

Inquiries: Inquiries should be addressed the U.S. Department of Labor Office of Disability Employment Policy at the following link: <http://www.dol.gov/odep/>