

All employers with 25 or more employees must make reasonable accommodations to prevent discrimination against people with disabilities. In July of 1994, all employers with 15 or more employees must do the same.

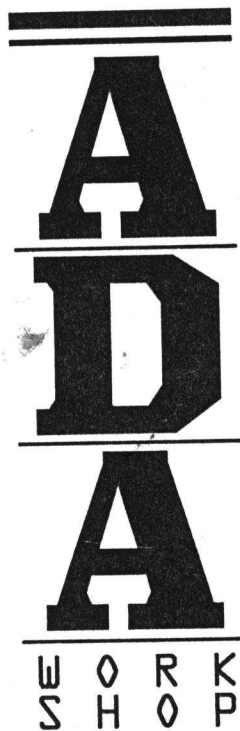
John Collins II, Vice President of Rehabilitation Services for Goodwill Industries, will conduct the seminar. Collins believes that enactment of the ADA will ultimately prove to be a boon to the American economy. "There are millions of people in this country with disabilities and consequently there are tremendous economic opportunities for serving them. Besides, in an era when the available labor pool of qualified, dedicated workers is shrinking, it makes good business sense to utilize the talents of people with disabilities, even when that requires reasonable accommodations."

What constitutes reasonable accommodations and what standards employers need to adhere to will be explored at a one-day seminar jointly presented by Goodwill Industries and the Santa Cruz Area Chamber of Commerce on Wednesday, July 22 from 8 a.m. to 4:30 p.m. at Goodwill Industries, 350 Encinal. John Collins and representatives of the Employee Relations Advisory Council will be on hand to lead discussions.

The curriculum for the seminar is extensive. Class participants will learn how to train employees in modifying policies and procedures to meet the new laws; how to analyze existing jobs to define essential job responsibilities; how to rewrite job descriptions and

update application forms; how to advertise for positions in a non-discriminatory manner; how to conduct job interviews with people with disabilities; how to conduct performance appraisals; and will answer questions on what constitutes reasonable accommodations.

The workshop registration fee is \$150. Chamber members will receive a discount. People interested in attending the seminar may call the chamber to register at 423-1111.



Seminar To Be Held ~~Historical~~ **Americans With Disabilities Act**

In response to a new law which takes affect this month, the chamber is sponsoring a seminar to help members understand and implement the Americans with Disabilities Act (ADA). The ADA provides the estimated 43 million Americans with physical or mental disabilities with federal civil rights protections against discrimination based on disability in the areas of private sector employment, public accommodations, telecommunications, and public transportation.

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