

2025-K639

Assembly Resolution No. 639

BY: M. of A. Buttenschon

MEMORIALIZING Governor Kathy Hochul to proclaim
October 2025, as Disability Employment Awareness
Month in the State of New York

WHEREAS, It is the conviction of this Legislative Body that those individuals who faithfully serve the needs of the community and its citizens with steadfast dedication and compassionate commitment profoundly strengthen our shared commitment to family and community life; and

WHEREAS, It is, furthermore, the practice of this Legislative Body to recognize the efforts of essential employees with disabilities who, in providing vital care and support to people in the communities across New York State, serve to enhance the quality of life for our residents; and

WHEREAS, Attendant to such concern, and in full accord with its long-standing traditions, this Legislative Body is justly proud to memorialize Governor Kathy Hochul to proclaim October 2025, as Disability Employment Awareness Month in the State of New York, in conjunction with the observance of National Disability Employment Awareness Month; and

WHEREAS, The purpose of National Disability Employment Awareness Month is to educate and raise awareness about disability employment issues and celebrate the many and varied contributions of America's workers with disabilities; and

WHEREAS, The history of National Disability Employment Awareness

Month traces back to 1945, when Congress enacted a law declaring the first week in October each year as National Employ the Physically Handicapped Week; and

WHEREAS, In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities; and

WHEREAS, In 1988, Congress expanded the week to a month and changed the name to National Disability Employment Awareness Month; and

WHEREAS, The State of New York has recognized the importance of these workers by passing laws which support hiring individuals with disabilities; Executive Order No. 136, signed by Governor Andrew Cuomo on September 17, 2014, establishes New York as an Employment First State; and

WHEREAS, Workplaces welcoming of the talents of all people, including people with disabilities, are a critical part of our efforts to build an inclusive community and strong economy; and

WHEREAS, Activities during this month will reinforce the value and talent people with disabilities add to our workplaces and communities and affirm State's commitment to an inclusive community that increases

access and opportunities to all, including individuals with disabilities; and

WHEREAS, Essential workers with disabilities have played an important role in keeping New Yorkers safe and healthy including during the COVID-19 pandemic; and

WHEREAS, Many essential employees with disabilities work through disability job placement service providers which provide training, job coaching and other needed supports to help individuals perform essential work; and

WHEREAS, Preferred Source contracts for essential services arise

under New York State and local government programs which are intended to provide employment opportunities for individuals with disabilities; and

WHEREAS, The essential work performed during the COVID-19 pandemic includes work done in supermarkets, grocery stores and other food service establishments; manufacturing and delivery of thousands of critical products needed by New Yorkers, especially during the pandemic, including personal protective equipment, hand sanitizer, cleaning products, disinfectants, first aid kits, examination gloves, face shields and bathroom tissue; and

WHEREAS, Janitorial and maintenance work providing deep-cleaning and disinfecting services essential to locations such as hospitals, government buildings, transportation hubs and vehicles, other locations where first responders and essential workers perform, and stepping up custodial efforts to address known COVID-19 incident locations; pharmacies; homeless shelters; nursing homes; warehouses; messenger work; and numerous other professions and locations; and

WHEREAS, The essential employees with disabilities who perform these jobs play a central and invaluable role in protecting New York and fighting the COVID-19 pandemic; and

WHEREAS, Essential employees with disabilities have continued to perform their regular duties and more throughout the COVID-19 pandemic, are vital to the economy of New York State, were essential before the COVID-19 pandemic, and will continue to be essential after the COVID-19 pandemic has passed into history; and

WHEREAS, These jobs provide greater independence for people with disabilities who become tax-paying contributors to the economy and which are vital to the economic security and personal fulfillment of the individuals who perform them; and

WHEREAS, While others are safely under quarantine, these loyal and dependable public servants continue to provide essential services to the residents of New York State; and

WHEREAS, Employers as well as New Yorkers across the State should celebrate essential employees with disabilities by taking a moment to just say thank you to those workers in their community; and

WHEREAS, It is the sense of this Legislative Body that those who enhance the quality of life in their community and have shown a long and sustained commitment to the maintenance of high standards in their

profession, certainly have earned the recognition and applause of all the citizens of this great Empire State; now, therefore, be it

RESOLVED, That this Legislative Body pause in its deliberations to memorialize Governor Kathy Hochul to proclaim October 2025, as Disability Employment Awareness Month in the State of New York; and be it further

RESOLVED, That a copy of this Resolution, suitably engrossed, be transmitted to The Honorable Kathy Hochul, Governor of the State of New York.