



DATE: January 25, 2022 **COMMITTEE:** Economic Matters
BILL NO: House Bill 258
BILL TITLE: Employment Standards – Seating for Employees (Right to Sit Act 2022)
POSITION: Support

Kennedy Krieger Institute supports Houser Bill 28 – Employment Standards – Seating for Employees (Right to Sit Act 2022)

Bill Summary:

HB258 requires an employer of 15 or more employees to provide a suitable seat for an employee if the nature of the work that the employee performs can reasonably be performed while seated.

Background:

Kennedy Krieger's Neurodiversity at Work program takes a multi-faceted approach to hiring and retaining individuals of all abilities as part of the workforce. Neurodiversity at Work is a collective impact initiative designed to create and support gainful employment for individuals with disabilities, providing economic benefit for businesses and the larger community. The Neurodiversity at Work program fosters integrated workplace settings where all individuals can experience success and independence. Currently the program includes several specialty initiatives Project SEARCH, CORE Foundations a Developmental Disabilities Administration Licensed Agency, HR pathways hiring program, training and education services, legislative efforts, research, transition consultation services, and planning for a national conference and on-going events.

Kennedy Krieger Institute is an inclusive employer that believes that individuals with disabilities have the skills, talents, and drive to contribute significantly to the workforce and to the broader community. A neurodiverse workforce benefits all.

Rationale:

Individuals with disabilities want to be, and have become, productive members of the workforce. As a provider of employment services, we choose hiring practices that support growth and retention based on an individual's qualifications. **Inclusive workplace practices, like the provision of seating for employees, increases employment outcomes for individuals with disabilities, and provides a skilled job seeker an employment opportunity that they may otherwise have not been able to consider.** This legislation will support statewide efforts for more disability awareness and more inclusive hiring practices.

Kennedy Krieger Institute requests a favorable report on House Bill 258