



RFW, Inc. • 1302 Mendota St., Suite 200 • Madison, WI 53714-1024  
phone 608-244-5310 • fax 608-244-9097 • [ada@rfw.org](mailto:ada@rfw.org) • [www.rfw.org/ada.htm](http://www.rfw.org/ada.htm)

**ADA Wisconsin Partnership Meeting**  
**February 17, 2005, 9:00 am – 12:00 pm**  
**Location: RFW Office**

Attendees: Jerry Alexander, Mike Kirby, Tammy Liddicoat, Jamie McCarville, Sandy Popp, Ron VanRooyen, Earnestine Moss, Darcy Luoma, Tom Hlavacek and Monica Murphy

Attendees via phone: Robin Jones and Jenny Wagner

MINUTES

Meeting called to order 9:10 a.m. R. VanRooyen moved to approve minutes of last meeting, seconded by S. Popp. Motion passed.

Introductions were made.

**Role of RFW:** Mike Kirby explained RFW is the new fiscal agent and has sub-contracted with Tammy to work with the ADA. RFW will also be creating a link from their website to the ADA website.

**Proposed work plan/budget:** The Steering Committee is being restructured this year and a Conference Committee has been established to plan the new ADA Statewide Conference for this year.

RFW has submitted a work plan to Great Lakes ADA. The plan includes continuation of some of the present activities and the addition of a statewide conference. RFW submitted a budget which was developed largely from looking at history from last year. The steering committee will continue to oversee the budget and requested financial statements throughout the year. The statements should provide line item detail. A line item for outside income should also be added.

The conference budget will be separate. There may need to be some start-up money for the conference but the goal is to make it self-funded.

**Sponsorships:** Funds are already budgeted for the Juneteenth Celebration and the YLF. We will also attempt to exhibit at various conferences as in the past such as Small Towns, RFW, and SHRM. We also plan to submit an abstract to sponsor a speaker at SHRM. The deadline for the presentation abstract to SHRM (Society of Human Resource Managers) is due soon. Tammy proposed that Bob Gregg as a possible speaker on the

topic of the interplay between ADA, Worker's Comp and FMLA. Robin had also suggested Susanne Bruyère to present about accessible web sites. Tammy will follow up with Robin and submit an abstract to SHRM.

Tammy will develop a list of what we have sponsored and where we have exhibited in the past with costs outlined, then consider the budget to determine what is possible this year. The decision was made to exhibit at the RFW Conference in April this year.

**The National ADA Symposium & Expo:** The national conference will be held in Kansas City at the Overland Park Convention Center May 17-19. Last year three people attended the national meeting. Great Lakes ADA will pay the registration fee (\$295) for members attending the meeting and the WI ADA Partnership will offer stipends for travel expenses. The dollar amount available per person (\$300-\$400) will depend on the number of people wishing to attend. An email will be sent to determine who is interested in attending.

**Planning and Direction of ADA Conference:** Jamie reported that the committee met January 13 to begin the process of conference planning. The decision was made in January to focus primarily on Title 1 and creating access to employment. The audience will be employers, placement professionals, and state agency staff. The committee is looking at different organizations for sponsorship and/or partnerships.

In light of the recent activity in the Fox Valley and the lawsuits being filed with various companies over public accessibility, the Steering committee recommended that the conference committee reconsider the focus of the conference. It may be an opportunity to provide education for businesses on a statewide basis on their responsibilities regarding accessibility. The conference committee will discuss this at the meeting later this afternoon.

**Legislative Update:** Monica reviewed recent ADA court cases and decisions that involved 1) how cruise ships and cruise lines are considered and covered under the ADA; 2) how a former nurse was fired from her job after being diagnosed with cancer and filed under both the ADA and Section 504 of the Rehabilitation Act; 3) whether Texas Para-Transit should make certain reasonable modifications; 4) how Motel 6 must bring 600 corporate owned hotels into compliance by 2006; 5) a New Orleans woman who was let go from her job of 18 years after she was given hours of physical testing proving she could perform her job duties (but they said she could not evacuate the building in an emergency); 6) and a Walmart case regarding a person who was hired as a pharmacy assistant and reassigned to trash pickup in the parking lot after one day of employment.

Members are asked to contact their Senators to oppose the nominations of Terrance Boyle and William Pryor as Federal Court Justices.

**Teleconference Sites:** A decision must be made regarding the development of six Wisconsin sites to host ADA teleconferences. Tammy talked with Matt from Indiana ADA to get ideas on how they have implemented their sites. Suggested potential sites are Job Centers, Centers for Independent Living and the UW system.

The site will have to pay for the program, market the program locally and provide staff time for organization/registration. There is no cost to individuals who participate. It is important to find out what is the responsibility of Great Lakes ADA vs. ADA WI Partnership vs. site. Tammy will find out what other states are doing and develop a proposal to send to potential sites.

**Materials and Resources:** Current brochures need to be updated with new address, etc. It would be good to have a logo/symbol as an identifier for the Partnership. Tammy had developed four logo design ideas for the committee, hoping that one would be adopted. Members present decided on a design and we will begin use of it immediately.

Next meeting will be phone conference **May 12<sup>th</sup> 10:00 a.m – 11:30**

Meeting set for September 15<sup>th</sup> 9-12 at RFW Office.  
Will approve work plan for next year at that meeting.

Meeting adjourned 12:00