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BY:

May 2, 2016

Commissioner RoAnn M. Destito
Office of General Services
41st Floor, Corning Tower
Empire State Plaza
Albany, NY 12242

Dear Commissioner Destito,

In response to your proposed changes to the job definitions for the New York State Preferred Source Program administered by New York State Industries for the Disabled (NYSID), we applaud the call for clear updated definitions, however, Goodwill Industries of Greater New York and Northern New Jersey, Inc. objects to the suggested new definitions for the category *Temporary Personnel* because they exclude persons with disabilities for whom we have successfully been finding work. We offer the following Position Statement and alternative definitions for you to take under advisement:

Position Statement:

There are individuals with significant disabilities at all levels, and eliminating those with higher level skills is excluding an important group of people with significant disabilities from attaining work through the New York State Preferred Source program. GoodTemps has successfully leveraged Preferred Source to fill professional and IT positions with qualified individuals who have significant disabilities throughout its 20-year history, who, under the proposed new OGS definition, would be eliminated from participation in the program. This new definition goes beyond establishing clear guidelines. It changes what positions are covered and eliminates opportunities for entire segments of individuals with disabilities currently served by Preferred Source.

Number of people with disabilities placed by Goodwill as Temporary Personnel who would no longer be served:

Individuals with disabilities placed in professional or IT titles in the last 2 years	151
Total Wages earned by above individuals from 4/15/14 through 4/14/16	\$4,528,432.66
Individuals with disabilities placed in professional or IT titles currently	62
Weekly Wages earned by the above individuals (Week ending 4/15/16)	\$41,929.27
Number of professional or IT job titles available to employers	105

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Alternatively, we respectfully recommend that the following definitions be used:

“TEMPORARY PERSONNEL:

Office - Temporary workers hired for a pre-determined period of time to assist a customer in an office environment. The worker may be asked to complete administrative tasks including, but not limited to, answering and directing calls, opening and distributing mail, operating office equipment, or other similar tasks as assigned. The worker may assist with wide range of clerical and administrative functions. This service includes professional and IT.

Warehouse - Temporary workers hired for a pre-determined period of time to assist a customer in a warehouse environment. The worker may be asked to perform a wide range of warehouse tasks including, but not limited to, order processing, pulling of materials and stock, packing boxes, loading and unloading, shipping, receiving, and other similar tasks as assigned.”

In closing, we appreciate the efforts of the Office of General Services to clarify all job definitions, but it is our opinion that all descriptions should be inclusive and reflective of the wide range of skill sets of the population served through the Preferred Source program.

Sincerely,

Katy Gaul-Stigge
President and CEO

Goodwill Industries of Greater New York and Northern New Jersey, Inc.

