

**HOUSE . . . . . No.**

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**The Commonwealth of Massachusetts**

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PRESENTED BY:

*David Biele and Daniel J. Hunt*

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*To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:*

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act relative to the employment of persons with disabilities.

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PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
<i>David Biele</i>	<i>4th Suffolk</i>	<i>1/17/2025</i>
<i>Daniel J. Hunt</i>	<i>13th Suffolk</i>	<i>1/17/2025</i>

**HOUSE . . . . . No.**

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[Pin Slip]

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**The Commonwealth of Massachusetts**

\_\_\_\_\_  
**In the One Hundred and Ninety-Fourth General Court  
(2025-2026)**  
\_\_\_\_\_

An Act relative to the employment of persons with disabilities.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1 Chapter 7 of the Massachusetts General Laws is hereby amended by placing after Section  
2 38P the following: -

3 SECTION 38Q. (a) Any contract issued for services in the Commonwealth of  
4 Massachusetts or any political subdivision there-in that receives appropriated funds from the  
5 legislature of the Commonwealth of Massachusetts shall employ up to 2% of individuals with  
6 disabilities hired within such contract. Companies/bidders awarded such contracts must employ  
7 a minimum of 75 full-time equivalents. Notwithstanding any general or special law to the  
8 contract, the Supplier Diversity Office in consultation with the Massachusetts Office on  
9 Disability, the Massachusetts Commission for the Blind and the Massachusetts Rehabilitation  
10 Commission shall implement and regulate said law. In addition, said agencies will arrange for  
11 employment support services for all individuals with disabilities hired through a vast array of  
12 non- profit employment providers located throughout the Commonwealth.

13 (b) Such services shall include but not be limited to janitorial and custodial services,  
14 landscaping services, mailroom services, food services, fleet management, manufacturing, trash  
15 removal, document destruction, electronic scanning of documents, and facility management  
16 services including but not limited to HVAC Services, Painting, Emergency Repair Series, and  
17 Snow Removal.

18 (c) For the purpose of this act, an individual with a disability will be defined as: someone  
19 (i) who has a severe physical or mental impairment which seriously limits one or more functional  
20 capacities (such as mobility, communication, self-care, self-direction, interpersonal skills, work  
21 tolerance, or work skills) in terms of an employment outcome; (ii) someone whose vocational  
22 rehabilitation can be expected to require multiple vocational rehabilitation services over an  
23 extended period of time; (iii) someone who has one or more physical or mental disabilities  
24 resulting from amputation, arthritis, autism, blindness, burn injury, cancer, cerebral palsy, cystic  
25 fibrosis, deafness, head injury, heart disease, hemiplegia, hemophilia, respiratory or pulmonary  
26 dysfunction, mental retardation, mental illness, multiple sclerosis, muscular dystrophy, musculo-  
27 skeletal disorders, neurological disorders (including stroke and epilepsy), paraplegia,  
28 quadriplegia, and other spinal cord conditions, sickle cell anemia, specific learning disability,  
29 end-stage renal disease, or another disability or combination of disabilities determined on the  
30 basis of an assessment for determining eligibility and vocational rehabilitation to cause  
31 comparable substantial functional limitation.

32 (d) The percentage requirements shall be met within one year of award of such contract,  
33 and steps shall be taken to minimize the displacement of any workers already providing the  
34 services covered by such contract.