

Complying with the ADA: Removing Barriers

In July 1991, the Department of Justice issued regulations to implement Title III of the ADA. These regulations prohibit discrimination on the basis of disability and require places of public accommodation and commercial facilities to be designed, constructed and altered in compliance with the ADA's accessibility standards.

This is very important for District Council 37 members: most of the buildings DC 37 members work in are facilities that provide some kind of service to the public. DC 37 workers cannot perform their jobs properly if accessibility is hindered. In addition, workers who are disabled cannot be productive when their work location is a big barrier.

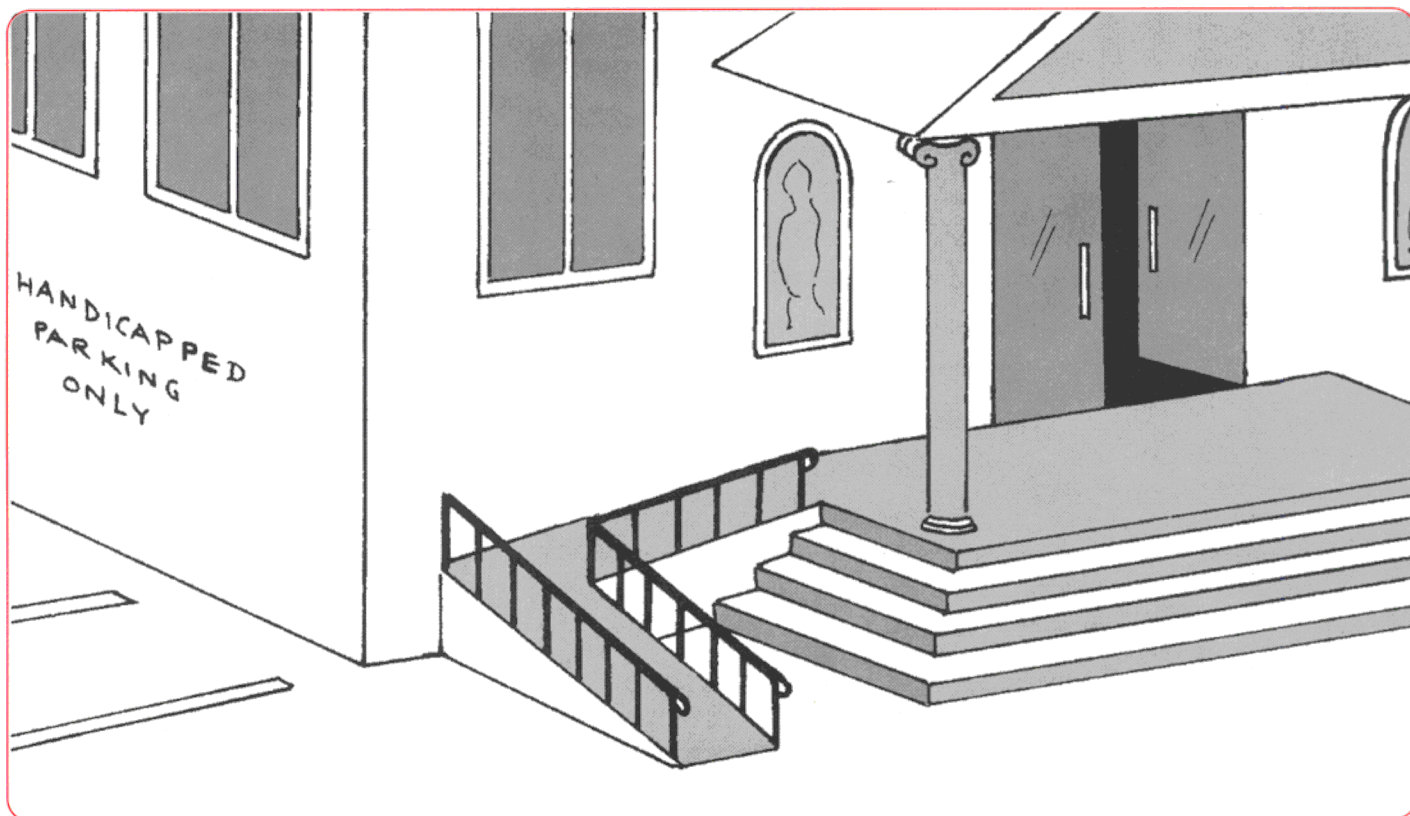
Definition of Public Accommodations

A place of public accommodation is a facility that provides full and equal enjoyment of goods, services, and privileges.

Examples: places of education; hospitals; an office building; a park; and social service facilities.

Priorities for Compliance— What your employer can do

The first priority may be to provide access to facilities from sidewalks, and parking and public transportation, and installing an entrance ramp, widening entrances, providing accessible parking spaces; installing automated doors and positioning railing along walkways to get the person with a disability "through the door."



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The second priority may be to make adjustments to display racks, rearrange tables, provide Braille and raised character signs, widen doorways, and provide visual alarms and other adjustments as required. The end result is to make the environment user friendly, for the worker and clients with a disability.

The third priority may be to make restroom facilities accessible: provide grab bars; stalls that are wide enough to accommodate a wheelchair; foot-pedal operated wash basins or wrist/elbow operated water valves; toilet paper dispensers within reach; and paper towel holders and/or mechanical drying devices that are not located in hard to reach locations.

The fourth priority is to provide access to services, facilities, advantages or accommodations of the place.

For example: operable controls in places of public accommodation can be relocated to conform to acceptable reach ranges of persons with disabilities.

- Accessible drinking fountains should be identified by the use of the International Symbol of Accessibility.
- The clearance between the swing of doors should measure at least 48 inches.
- Thresholds at doors should be no higher than 3/4 inch and they should be leveled.
- Flashing alarm lights should be installed as well as audible alarms to alert everyone of an emergency.



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There are many ways to alter a work location to provide maximum accessibility.

If you find that reasonable accommodations have not been made, contact your union representative:

Blue Collar Division	815-1010
White Collar Division	815-1060
Professional Division	815-1040
Hospital Division	815-1030
Schools Division	815-1050
Clerical Division	815-1020