

# The Lane v. Brown Settlement

(September 8, 2015)

**Everyone who wants to work in their community should be able to.**

Some employment services have changed in Oregon. In the past, people with disabilities worked set apart, or segregated, from other people. They were often paid less than minimum wage. The Lane v. Brown class-action lawsuit has led to changes in Oregon employment services and school programs. The lawsuit has a settlement agreement. It helps Oregonians with intellectual and developmental disabilities (I/DD) get jobs in their community. This is called “competitive integrated employment.” The state agreed to provide services that will help adults and teenagers with I/DD find these jobs.

## What is competitive integrated employment?

A job in the community with these features:

- Full or part-time work
- Pays minimum wage or higher
- Wages and benefits, like vacation time or retirement savings, similar to those without disabilities performing the same work
- Fully integrated with coworkers without disabilities



“We need more jobs, that’s what I say.”

- Paula Lane

## Planning Your Path to Work: Adults

### Oregonians with Disabilities:

1. Your DD case manager or service coordinator should ask you if you want to work. This should happen at least once a year when you get a Career Development Plan as part of your Individual Support Plan (ISP).
2. If you do want to work, your DD case manager or service coordinator should help you develop a plan for getting a job. This plan should have your goals for a getting a job and the services you need to get the job you want.
3. Your DD case manager or service coordinator should help you get services to figure out the kind of work you want to do. (For example: Discovery)
4. You can ask your DD case manager or service coordinator to refer you to [Vocational Rehabilitation \(VR\)](#).

Some ways VR can help:

- Assessments of your skills and doing volunteer work.
  - Help you decide what kind of job you want and figure out what your skills are.
  - Help finding a job based on your strengths, and get coaching to help you do that job well. (For example: Job Development or Job Coaching)
5. You can also get services to find a different job if you already have one.
  6. You also have the right to benefits counseling to ensure you retain SSI status.

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## Planning Your Path to Work: Youth

### Transition Age Youth (14-24 years old):

1. Your school should help you put together a transition plan for the kind of work you want to do after you finish school. A transition plan is a unique piece of an Individualized Education Plan (IEP) because it plans what you will do after leaving school.
2. Your school should help you plan to develop the skills you will need to work in the community. This plan should be included in your IEP.
3. You don't have to wait until you graduate to start working.

Some ways VR can help:

A [Vocational Rehabilitation \(VR\)](#) counselor may be involved in your school transition planning. You can access VR services by starting the intake process:

- Contact your local VR office to schedule an orientation appointment.
  - Attend an orientation meeting to learn how VR services work and ask questions.
  - Attend an intake interview with a VR counselor to share about your disability and career interests and apply for VR services to help you find a job.
4. Your school should not force you to do repetitive, boring work that does not teach you a skill and is only for kids with disabilities.