



The Disability Analyst

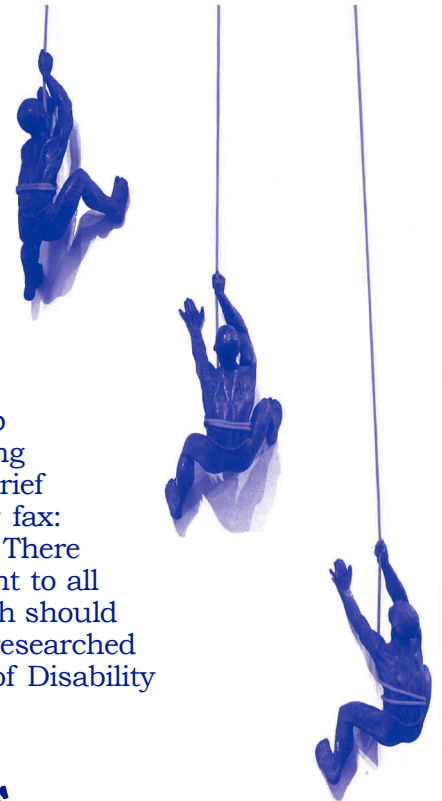
Volumes 29-30 Issue 1 Official Newsletter of the American Board and College of Disability Analysts and Affiliated Organizations Spring 2020-21

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LAUNCHING ACCREDITED TRAINEESHIPS

We invite interested members to submit a brief proposal to sponsor a paid traineeship in Disability Analysis at their facility or practice. We are ready to break new ground in search of innovative leaders. Each traineeship should be for 10-20 hours weekly for a period of no less than eight months. This traineeship could be incorporated into an already existing residency, internship or traineeship and would need to address Disability Analysis issues for mental and/or physical disabilities or rehabilitation.

Central Office would help publicize the position(s) nationwide. The sponsoring agency would have the final say in selection. The training supervisor would be appointed to the National Disability Analysis Training Consortium (NDATC). Persons completing the traineeship would receive a certificate from ABDA Central Office. Appropriate funding must be fully provided for each trainee. If interested, please submit a brief outline or proposal to Central Office (email: americanbd@aol.com or fax: 615 327-9235). Decisions will customarily be made within 15 days. There is no set calendar and the traineeship may begin whenever convenient to all parties. We are very enthusiastic about this new ABDA program which should contribute significantly to the creation of thoroughgoing, carefully researched and professionally monitored programs to train future generations of Disability Analysts.



EMERITUS STATUS

We are pleased to announce that qualified members with **20 years or more of professional experience** as a Senior Disability Analyst and Diplomate and who have been board certified for no less than eight years are eligible to apply to upgrade their credential to Emeritus status. This designation may be used on all correspondence, business cards, letterhead, etc. as appropriate. If interested, please forward a request in writing, current vita and \$284 US processing fee issued to ABDA. Please send items to ABDA Credentialing and Certification Committee, Second Floor, 4525 Harding Pike, Nashville, TN 37205.

NEW MAINTENANCE OF CERTIFICATION PROGRAM

ABDA recently launched a Maintenance of Certification (MOC) Program that is available to interested members on a voluntary basis. No examination is required. The certificate issued to participating members is valid for four years. An increasing number of agencies are requesting or even requiring evidence of Maintenance of Certification and our organization wants to make available an unobtrusive path to do so. Nearly seven years of preparatory work went into establishing this new program. Contact Central Office for information (americanbd@aol.com).

LEGACY GIFTS

In recent years there have been an increasing number of inquiries regarding the establishment of funding various programs to honor members including some who have passed away. Several have already been established and the organization stands ready to establish more for interested persons. Proceeds may be designated for training programs, research, conferences, organizational needs, technology and traineeships, etc. Please direct inquiries to Central Office at americanbd@aol.com.

CHANGE OF ADDRESS

Please keep the ABDA Central Office advised of **any change in your postal address** so there will be no interruption in your receiving important and timely items from Central Office. All special correspondence will be by e-mail unless you notify us otherwise. Feel free to fax (615) 327-9235 or e-mail: americanbd@aol.com your contact information.

E-MAIL ADDRESS

So far we have received e-mail addresses from most of the membership. The sooner we receive the remaining e-mail addresses, the more efficient we will be in alerting members to information they need to have before the publication of forthcoming issues of the newsletter and other information. E-mail addresses may be sent to our e-mail address at americanbd@aol.com or faxed to us at 615-327-9235.

URGENT!

If you received this issue of The Disability Analyst newsletter in hard copy, it is because we do not yet have your E-mail address. As our organization strives to become increasingly green, we have sent out the great majority of this volume via e-mail. In the future we hope to closely approach 100% of our mailings using e-mails. **Your help is greatly needed.** If you have not yet provided your e-mail to Central Office, please do so at your earliest convenience by contacting us at americanbd@aol.com or by fax 615-327-9235. Recent issues of our newsletter and other valuable information and research links can always be accessed at no cost by members at our website: www.americandisability.org.

UPGRADING

Those practitioners currently board certified by ABDA as Disability Analyst and Fellow who have now completed at least nine years of professional experience in rehabilitation or healthcare are eligible to apply for Senior Diplomate status. If you wish to receive information on how to apply, please fax (615) 327-9235 or e-mail: americanbd@aol.com an expression of interest to Ms. Lela Boggs. For current ABDA members in good standing, no examination will be required at this time.

CONTINUING EDUCATION CREDIT

As a membership driven organization, we accept continuing education credits/continuing medical education credits from all appropriate sources. There is no need to duplicate time spent in continuing education events for your other requirements. Simply remit copies of those certificates or credits along with your annual renewal material. Lifetime members should submit their list every other year to Central Office.

*** * * 2020 ABDA Board Certification Renewal Notice * * ***

Optional Gold seal can be obtained by sending a self-addressed stamped envelope.

Please respond immediately to help us avoid the unnecessary time and expense of reminder mailings.

Your listing (alphabetical and geographical) in the ABDA DirectoryNo Cost
Newsletter, The Disability AnalystNo Cost
Renewal Fee (**one year**) \$115 (U.S. Funds)
(\$130 after January 10, 2020)
Renewal Fee (**three years**) \$300 (U.S. Funds)
(\$325 after January 10, 2020)
Renewal Fee (**five years**) \$450 (U.S. Funds)
(\$475 after January 10, 2020)
Lifetime Fee \$1400 (U.S. Funds)
(Lifetime members receive 25% discount to all ABDA and ABMPP events)

Please issue payment to ABDA by no later than **January 10, 2020** to avoid a late charge. The national examination is required of persons seeking board certification for the first time and is required of those who allow their certification to lapse. **By maintaining your current status you are exempt from the written examination.**

Please remit your 2020 renewal fee and information below. This is the only notice you will receive. Remittance by Visa or MasterCard is acceptable. **Please type or legibly print information below** as you wish it to appear in the next Directory. If renewing with a credit card (Visa and M/C only), please provide necessary information. **Post Office Box addresses are not acceptable.**

Check box if information has changed.

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: (____) _____ Fax: (____) _____

*E-mail: **required** _____ *(Extremely important for future timely communication)*

Check One: Visa: Mastercard: Check:

Credit Card # _____ 3 digit V-code: _____ Exp. Date: _____

Signature: _____ Amount: _____

Check One: 1 year 3 years 5 years Lifetime

List continuing education experiences (from workshops, conferences, etc.) and/or self-study you have completed since January 1, 2019 (minimum 8 hours to fulfill annual requirement).

Optional: Have you performed 8 hours pro bono work (charitable professional efforts not compensated) during the past year? Yes No

**Return to ABDA Central Office, Second Floor, 4525 Harding Road, Nashville TN 37205
website: www.americandisability.org**

🏆 EMERITUS STATUS MEMBERS 🏆

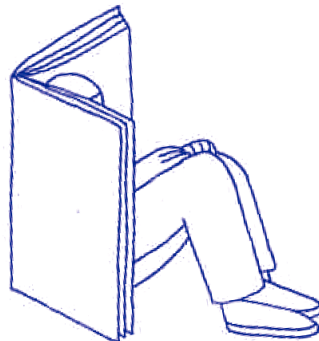
We are pleased to announce that the following members have qualified for Emeritus Status as determined by the ABDA Credentials and Certification Committee. Minimal requirements for eligibility require no less than 8 years of ABDA board certification and no fewer than 20 years of professional experience with mentally and/or physically disabled patients/clients.

Rachael Dana Adair	(AL)	Marsha Harrison	(FL)	Colleen Miller	(PA)
Fazollah Afrasiabi	(CA)	Sandy Hoar	(MD)	Judith Najarian	(CA)
George Boghean	(CN)	Thomas Hobbs	(MO)	Nitin Narkhede	(NY)
Elaine L. Bukowski	(NJ)	Barbara Holmes	(MS)	Averly Nelson	(WA)
Richard Byrd	(AR)	Martha T. Judge	(IL)	Sylvia M. Oberti	(CA)
Paulette Caswell	(CA)	Mary K. Lamb	(KY)	Nicole Phillips-Smith	(MI)
David Cross	(IN)	Linda Lajterman	(NJ)	Christopher J. Reiss	(CN)
John C. Drew	(CO)	Vance Landis-Carey	(CA)	David A. Rinehart	(CA)
S.M. Esmail	(CN)	Ann Leonard-Zabel	(MA)	H. Jane Storrie	(CN)
Gary L. Fischler	(MN)	Cathy McVay	(FL)	Sharon T. Wilburn	(FL)
Lawrence S. Forman	(FL)	Gloria M. Malone	(AZ)	Mark Woodward	(KY)

★ NEW ABDA LIFETIME MEMBERS ★

The following individuals deserve special recognition. By becoming Lifetime Members, in recent months, the organization benefits in many ways by being able to plan new projects enabling ABDA to grow in a planful manner. If interested in joining this list of **Lifetime Members**, exempt from all future renewal fees, and entitled to 25% discount at all ABDA training events and meetings, please write or fax our ABDA Central Office, 4525 Harding Pike, Nashville, Tennessee 37205, fax number (615) 327-9235. If your name was inadvertently omitted, please notify Central Office immediately. **This list includes new members through August 20, 2019.**

Salvador Pintado Baylan	(TX)	Shahbaz M. Khan	(MO)
Christopher Cooke	(CN)	Peter Markovic	(OH)
Nancy Jean Ellner	(CA)	Cindreka Marshall	(GA)
Robert Eckerson	(NJ)	Hector A. Martinez	(PR)
Lynnda J. Emery	(OH)	Elena S. Mendelssohn	(FL)
Giovanni Faccia	(TN)	Julia Olijnyk Selah	(VA)
Ronald Faries	(TX)	Sanjay S. Shah	(OH)
Bernardo A. Gonzalez	(PR)	Eneida Torres Velez	(PR)
Joyce Hagelman-Silverman	(FL)	Yolanda M. Warner-Lewis	(IL)
William F. Holland, Jr.	(DE)	Marva J. Wiggins-Boyd	(GA)
Blanche Handunge Khan	(TX)	Ara Zohrabian	(WA)



NEW PROFESSIONAL ADVISORY COUNCIL (PAC) MEMBERS

We would like to welcome and congratulate the newest distinguished additions to our **Professional Advisory Council**:

B. H. Frey	(GA)	Stanley Sarnacki	(NY)
Barbara A. Gales	(AL)	Kelly Von-Schilling Worth	(WI)
Averly Nelson	(WA)	Njideka Udochi	(MD)
Steven Mark Rosenberg	(PA)		

If interested in having your name added to the list, please understand that the appointments require a fee as it is linked to our well established and successful "Safeguard the Future" fund raising program.

CONGRATULATIONS

to **Dr. William A. Mosier** who has accepted a Sabbatical at the University of Istanbul for the coming year.

NEED CONTRIBUTORS FOR NATIONAL EXAMINATION REVISION

We invite current members to contribute up to 6 items for the exam to be updated next year. Items may be multiple choice, true/false or short essay. Please submit by Feb 1, 2020 to The American Board (4525 Harding Pike, Nashville, TN 37205-1520). You may add to your CV that you were a contributor to this important research project.

⊙⊙ **FACULTY OF THE AMERICAN COLLEGE** ⊙⊙ **OF DISABILITY ANALYSTS (ACDA)**

The following members have met the criteria for this honor based on presentations at our conferences.

Steve Allison	(LA)	Timothy Lynch	(TN)
Kenneth Anchor	(TN)	Harry Marshall	(MD)
Ellyn Arwood	(OR)	Ritchi Morris*	(NY)
Jeffrey Barth	(VA)	William Mosier	(FL)
Yehuda Ben-Yishay	(NY)	Gregory Nevens	(ME)
Colleen Braun	(CN)	Thomas Pautler	(WA)
Elaine Bukowski	(NJ)	Rick Pounds	(KY)
Marie-Claude Rigaud	(IL)	Karl Pribram*	(CA)
Andrew Cox	(GA)	Don Ranney	(CN)
David Cross	(NY)	Dan Reyes	(PA)
Jennifer Delora	(CN)	James Sasmor*	(AZ)
Albert Ellis*	(NY)	Gabriel Sella	(OH)
Thomas Felicetti	(PA)	C. Norman Shealy	(MO)
Arthur Fries	(CA)	Jerrold Simon	(OH)
Adele Gill	(MD)	Chris Stout	(IL)
Mary Glidden*	(WA)	Kenneth Tarnowski	(FL)
John Hill	(NE)	Margaret Texidor	(LA)
Sandy Hoar	(MD)	William Tsushima	(HI)
Cathy Ingebrigtsen	(FL)	Robert Unger	(CN)
Philip Klingensmith	(MO)	Richard Weiner*	(CA)
Tom Kulik	(NJ)	Ann Leonard-Zabel	(MA)
Arnold A. Lazarus	(NJ)	Victor Zuccarello	(MO)
Robert Lessne	(FL)		

*Deceased

Please notify Central Office if there are any errors or omissions with this list.

★ PASSAGES AND MILESTONES ★

Our “**Safeguard the Future**” voluntary program of member donations is more than half way to meeting its goal. Periodically, we invite members to issue donations to help our multidisciplinary credentialing organization keep current with technology, record keeping, software, consultants, training, offering research seed money grants among other significant upgrades. We welcome voluntary donations (recommended amount \$50) issued to The American Board, 4525 Harding Pike, Nashville, TN 37205. Ninety-one more participants will help us reach our current goal.

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We are looking to add an additional seventeen members to our **Professional Advisory Council (PAC)** by March 1, 2020. The term is for three years. PAC members have their names listed on all letterhead and other correspondence. The PAC is a major form of fund raising for special projects so a fee is required. For details, contact Central Office at Americanbd@aol.com.

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ABDA Central Office has experienced a surge in inquiries regarding the status of members from law firms, insurance companies, hospitals and other healthcare systems. Responses to those inquiries are provided at no cost. **Please be certain you have provided a current CV to Central Office in the past 12-18 months.**

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Lifetime Member status is by far our largest category. We appreciate the economies of scale afforded by our Lifetime Members. And Lifetime Members are the first to be invited to enjoy special benefits. Please consider making the change.

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Much gratitude is extended to the many members who have joined in our celebration of the 30th Anniversary of our extraordinary Office Manager,

Lela Boggs. Notes, cards and checks have been pouring in from far and wide, which were all well deserved and it is not too late to join in the extended celebration. To do so, write directly to Lela Boggs, at The American Board, 4525 Harding Pike, Nashville, TN 37205. Your support and caring are unsurpassed in recognizing this very special member of our organizational team.

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A 2019 survey of 374 members indicate the following information. The great majority estimate that their income has risen at least 11% as **a result of being Board Certified** and representing themselves as such with clients and prospective clients.

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ABDA has reached **another milestone.** Since its formation over 1.5 million CEU/CME credits have been tallied by members. The average annual number reported is 23% above the required number of eight per year.

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The 2020 edition of **The ABDA National Directory** will be available (on disk)

Feb 1, 2020. Cost to members is \$236 (includes S&H) issued to The American Board (4525 Harding Pike, Nashville, TN 37205)

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Wanted: Four National Co-Directors of Research. To prepare and submit two one page summaries of cutting edge research projects each year for distribution by Central Office to all members. Volunteers with publication experience are invited to apply by emailing expressions of interest and a current CV. Those selected will serve a two year term on a voluntary basis and will be announced in the The Disability Analyst.



★ DISABILITY HEADLINES ★

A quarter of US jobs will be severely disrupted as **artificial intelligence** accelerates the automation of existing work. About a quarter of US jobs will be directly affected or eliminated. Roughly 36 million Americans hold jobs with “high exposure” to automation - meaning at least 70% of their tasks could soon be performed by machines using current technology. Among those most likely to be affected are cooks, waiters and others in food services: short-haul truck drivers and clerical office workers. *(Source: Brookings Institution)*

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Wal-Mart the country's largest private employer, is using a **virtual reality skills assessment** as part of the business. Executives hope the technology will limit bias inherent in many traditional hiring decisions, increase diversity and reduce turn over in a tight labor market. Other companies are following suit. *(Source: WSJ)*



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The percentage of **single person households** in the US has increased from 13% in 1960 to 26% in 2017. Delayed or forgone marriage, longer life expectancy, increased urbanization and rising wealth are prompting more Americans to go solo. *(Source: Census Bureau)*

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Women experience \$513 billion dollars in **lost wages** a year because of the **stubborn pay gap** that persists between them and their male peers. Women earn .80 on average for every dollar brought home by a man. *(Source: American Association of University Women)*

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US manufacturing jobs have been steadily increasing since 2010 but are still well below the peak reached in the 1970s. There were 12.8 million manufacturing jobs this year up from 11.4 million in 2010. There

were more than 19.5 million manufacturing jobs in 1979. *(Source: US Department of Labor)*

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According to the Social Security Administration, the **average wait for an appeal in a disability case to be heard and decided is 540 days** across the country and 569 days in Wisconsin. The average disability benefit is a little less than \$1,200 a month. The maximum allowable is \$2,800. For comparison, the poverty level of a single adult is about \$1,010 per month; \$1,375 for a family of two;

and \$2,090 for a family of four. The government does not measure work in years but in what it calls “work credits.” Work credits factor in both employment activity and total earnings (a person can receive up to four work credits for a single year; in general, a lifetime total of 20 is required to qualify for Social Security Disability Insurance).

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About 8.8 million Americans depend on **Social Security Disability Insurance**, a safety net that helps families who have worked a certain amount and paid Social Security taxes. But in fiscal year 2016, 8,699 Americans died on the SSDI waiting list. That number rose to 10,200 in 2017. *(Source: Social Security Administration)*

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Nearly one in ten people went to the hospital in 2015 for non-fatal injuries. The cost of injuries that year was \$1.853 trillion dollars. The amount lost due to **permanent disability** was \$223 billion dollars. *(Source: Injury Epidemiology)*

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19.2 percent of everyone **aged 65 and over was employed in 2018**. That's tied for the highest rate since 1962 and its nearly double the level of the mid-1980s. *(Source: US Department of Labor)*

continued on page 8

DISABILITY HEADLINES continued

Those with a college degree find it easiest to keep **working past 65**. Their less educated peers, meanwhile, are having a more difficult time staying in the workforce. Men with college degrees are retiring at an average of 65.7 while those only with high school degrees are retiring at an average age of 62.8. In the late 1970s, though, the two groups were retiring at nearly the same age: 64.6 per college graduates and 64.1 per high school graduates. (Source: Center for Retirement Research)

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In 2017, US civilian occupations with the **highest fatal work injury** rate per 100,000 workers were: fishers, related fishing workers: 99.8
logging workers: 84.3
pilots, flight engineers: 48.6
roofers: 45.2
recyclable material collectors: 35
(Source: Bureau of Labor Statistics)

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Colleges and universities conferred approximately **two million bachelors degrees** in 2015-16. Plus they awarded more than 785,000 masters degrees and close to 178,000 doctorates. (Source: Department of Education National Center for Education Statistics)

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Twenty-nine states have minimum wages over federal level. The Federal Minimum Wage is \$7.25 an hour and has remained the same since 2009. Among those **states exceeding the federal minimum wage are:** Alaska: \$9.89, Arizona: \$11.00, Arkansas: \$9.25, California: \$12 (depending on the number of employees), Colorado: \$11.10, Connecticut: \$10.10, Delaware: \$8.75, District of Columbia: \$13.25, Florida: \$8.46, Hawaii: \$10.10, Illinois: \$8.25, Maine: \$11, Maryland: \$10.10, Massachusetts: \$12, Michigan: \$9.45, Minnesota: \$9.86, Missouri: \$8.60, Montana: \$8.50, Nebraska: \$9, Nevada: \$8.25, New Jersey: \$8.85, New Mexico: \$7.50, New York: \$11.10, Ohio: \$8.55, Oregon: \$10.75, Rhode Island: \$10.50, South Dakota: \$9.10, Vermont: \$10.78, Washington: \$12 and West Virginia currently is \$8.75. (Source: US Department of Labor)

People with disabilities make up nearly 20% of the population yet account for about 2% of **on screen characters**, some 95% of which are played by able-bodied stars. (Source: New York Times)

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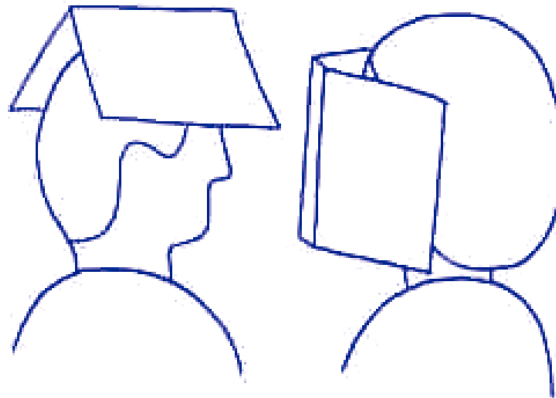
As more of the population in advanced economies approaches or passes age 60, an increasing share have kept working rather than retire. Labor force participation, the share of people working or looking for work, for people aged 55 to 64 started climbing throughout advanced economies around the turn of the century, reversing decades of decline. Around 2010, participation by people 65 and over began an upward march, reaching a near half-century high of 15.3% across the developed world last year. The **rise in labor force participation** by people 55 and older in Italy, Japan, the US, the UK, Germany and France since 2001 equates to a combined 18.8 million workers or a 5.5% boost in their supply of labor, according to the Organization for Economic Cooperation and Development.

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There are **76 million baby boomers** between the ages of 55 and 73. There are some 25 million people older than that. By 2040, nearly one in 25 Americans will be over the age of 85. Two-thirds of millennials have nothing saved for retirement. (Source: WSJ)

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July 14, 2019 marked the 25th Anniversary of the **Americans with Disabilities Act**, which aims to guarantee equal opportunities for disabled people. The ADA, which affirms certain rights and workplace accommodation, covers individuals with Alzheimer diagnoses and certain other forms of dementia depending on the employee's position and level of impairment. Employers search out tasks such persons can still perform and what they can still do safely to continue to contribute. Possible accommodations might include issuing written instructions rather than verbal commands, or reassigning a heavy machine operator or employee to a desk job.



DISABILITY HEADLINES continued

The Bureau of Labor Statistics estimates the number of US workers between the ages of 65 and 74 will balloon 55% between 2014 and 2024 with 86% growth for the working population over 75. It is that 65 and up age group that is most likely to face dementia diagnoses, though early - onset symptoms can afflict younger people. Some of those initially diagnosed with early onset Alzheimer's actually suffer from a different condition: **Lewy Body Dementia**.

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Across all types of **medical devices**, more than 1.7 million injuries and nearly 83,000 deaths were reported to the Food and Drug Administration (FDA) over the last decade. There are over 190,000 different devices on the US market. The FDA approves about a dozen new or modified devices every single business day.

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A good news story is how Mozzarella Pizzeria Restaurant in San Francisco is deaf- owned by deaf entrepreneurs and plans to expand its' brand, becoming the **first of its kind restaurant** franchise owned and operated by deaf persons. It is developing training materials in American Sign Language. The owners opened their successful business in 2011.

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The fraction of **women in the overall workforce** is little changed from a decade ago. But the share in certain majority - male occupations is on the rise, including truck driver 9%; taxi, ride hailing service driver 17%; agriculture worker 22%; freight and



stock laborer 20%; and painter 7%. The number of women working as security guards, police officers and other protective service jobs rose more than 40% since 2000. Women working constructions jobs has increased 23%. Some gains come with risk. The share of women in some sectors, especially construction, has risen before in tight labor markets only to slip in the wake of economic downturns. Women are increasingly being drawn into blue-collar jobs because the pool of men are willing to take those jobs is shrinking.

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Construction workers earned a median wage of \$22.12 an hour last year. Truck drivers earned \$18.66. Personal - care aides, another job that requires some training but not a degree earned \$11.55 an hour. More than 80% are women.

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According to the Bureau of Labor Statistics, the number of disabled in the workforce hit a trough of 4.5 million in January 2014 but has since grown by 1.5 million. The labor force participation rate for disabled working aged men has climbed to 38% from 30%. This suggests that for many Americans, disability has become another form of unemployment insurance. Amid a tightening labor market, employers have needed to become more accommodating of disabled workers and raise wages, which increases the incentive to return to the labor force. West Virginia, with historically the highest disability claim rate and lowest labor force participation in the country, has seen its disability rolls shrink by 8%. **Disability abuse** should continue to decline, as the Social Security Administration earlier this year announced it may expand its monitoring of social media. A disability claimant with back pain could risk losing benefits if he/she documents his ski vacation on Instagram. Actuaries project the disability rolls will grow more slowly even amid economic downturns which will extend the trust fund's life.

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A strong economy helps boost consumer spending but also makes it **harder to attract workers**. More than 7.5 million restaurant and hotel workers quit last year, the most since the Bureau of Labor Statistics began releasing that metric in 2001.

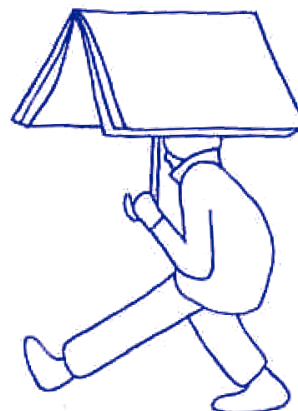


CYBERSECURITY TERMS TO KNOW

1. **Malware:** Malicious software designed to disrupt computer operations or steal information.
2. **Ransomware:** A type of malware that locks users out of their data and encrypts it until a ransom is paid.
3. **Virus:** A type of malware that can corrupt or erase information on a computer before spreading to other computers.
4. **Worm:** Malware that can replicate itself to spread to other computers.
5. **Phishing/Spear Fishing:** A scheme using an email to trick someone into divulging personal information or passwords. A spear fishing attack uses more detailed personal information to make an e-mail appear to be coming from a known employee, business associate or family member.

A CHALLENGING PROFESSION

The **EMT** profession has never been easy. It is replete with hazards that range from injury to infectious disease to a host of mental health issues. The suicide rate of EMS personnel is five times that of the general population, according to research from Eastern Kentucky University. For some, it is a stepping stone to a more lucrative medical career and entry-level job you can put on a medical school resume. Others choose the occupation and end up making decades - long careers out of it. There is a certain level of altruism connected to the job - nobody becomes an EMT to accumulate affluence but while compassionate, community - minded employees flock to this field in droves, the turnover rate - about 20% - is higher than in most industries.



EMPLOYERS BANNED FROM ASKING SALARY HISTORY

A dozen states have laws preventing employers from asking job candidates for their salary histories. The provisions aim to break the pattern of discrimination. So if a female worker has been routinely underpaid compared to male counterparts, a new employer would have less opportunity to rely on lower earnings as a baseline for setting future earnings. Several localities enforce similar policies, such as Chicago, which forbids city departments from asking salary histories. The states are: California, Connecticut, Delaware, Hawaii, Massachusetts, Michigan, New Jersey, New York, Oregon, Pennsylvania, Vermont and Wisconsin. (Source: *Medical Economics*)

INNOVATIVE TREATMENT FOR CP

Innovative research at Vanderbilt Children's Hospital called High Five Camp helps children born with cerebral palsy. A cast is put on the good arm requiring participants to use - and strengthen - the weak arm. Ordinarily the child would rarely use the weak upper extremity promoting even further deterioration. This rehabilitation is known as constraint-induced movement therapy. Camps run by hospitals around the country are offering this treatment. The initial struggle to use the weakened arms is carefully monitored by supervisory occupational therapists who do not intervene until necessary. Some children resist at first and understandably experience frustration. But progress can be rapid and results are potent harbingers of hope for a better quality of life going forward.



THE 10 JOBS WITH FASTEST PAY GROWTH (GLASSDOOR2019)

	Median Base Pay	Average Year Over Year Pay Growth
10. Security Officer	\$35,799	3.5%
9. Emergency Medical Technician	\$35,276	3.6%
8. Delivery Driver	\$41,049	3.7%
7. Restaurant Manager	\$51,166	4.0%
6. Office Manager	\$48,109	4.1%
5. Bank Teller	\$32,157	4.2%
4. Cashier	\$28,311	4.5%
3. Truck Driver	\$55,694	5.2%
2. Machine Operator	\$40,212	5.3%
1. Pharmacy/Technician	\$31,722	7.8%



AMERICAN BOARD OF DISABILITY ANALYSTS

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URGENT
2020 Annual Renewal
form on page 3.
Due January 10, 2020