

# MAYOR'S COMMITTEE ON DISABILITY THURSDAY, OCTOBER 17, 2013 10:00 A.M.

GENOVEVA CHAVEZ COMMUNITY CENTER 3221 RODEO RD. CLASSROOM 1

- 1. CALL TO ORDER
- 2. ROLL CALL
- 3. APPROVAL OF THE AGENDA
- 4. APPROVAL OF MINUTES: SEPTEMBER 19, 2013
- 5. PUBLIC COMMENTS (15 MIN. TOTAL)
- 6. OLD BUSINESS
  - a) MCD SUB-COMMITTEE REPORTS
  - b) AUTOMATIC DOOR OPENER UPDATE JOE LUJAN
  - c) MCD AND KIVA PROGRAM DISCUSSION FOR OCTOBER DISABILITY AWARENESS MONTH, CONTINUED MCD & KIVA PROGRAM
- 7. ITEMS FROM MEMBERS AND STAFF (3 MINUTES)
- 8. ADJOURN

**NEXT MEETING, NOVEMBER 21, 2013** 

PERSONS WITH DISABILITIES IN NEED OF ACCOMMODATIONS, CONTACT THE CITY CLERK'S OFFICE AT 955-6520, FIVE (5) WORKING DAYS PRIOR TO MEETING DATE.

#### THIS IS A FRAGRANCE FREE MEETING

\*\*Please notify Marcia Bowman, Chair at 438-4382 and/or Joe Lujan, ADA Coordinator/Liaison, at 955-4021 if you are unable to attend.

# SUMMARY INDEX CITY OF SANTA FE MAYOR'S COMMITTEE ON DISABILITY



### **OCTOBER 17, 2013**

ITEM	ACTION TAKEN	PAGE(S)
CALL TO ORDER		
ROLL CALL	Quorum	1
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APPROVAL OF MINUTES September 19, 2013	Approved	1
PUBLIC COMMENTS	Discussed	2
OLD BUSINESS  a. MCD Sub-Committee Reports b. Automated Door Opener c. MCD & KIVA Program Discussion for October Disability Awareness Mo	Discussed Joe Lujan Discussed nth	2-3 3-4 4-7
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ADJOURNMENT & Next Meeting	Adjourned 12:05 p.m. November 21, 2013	8

# MINUTES OF THE MAYOR'S COMMITTEE ON DISABILITY SANTA FE, NEW MEXICO

#### October 17, 2013

A scheduled meeting of the Mayor's Committee on Disability was called to order by Marcia Bowman, Chair on this date at approximately 10:00 a.m. at Genoveva Chavez Community Center, 3221 Rodeo Road, Classroom 1, Santa Fe, New Mexico.

Roll call indicated a quorum as follows:

**Members Present:** 

Marcía Bowman, Chair Roberta Hunt, Vice Chair Dr. Charles Maynard Mary McGinnis Dave McQuarie Ron Ortiz Dinkel E. Mariam Jawar (arrived later) **Members Excused:** 

Cathy Aten

**Members Absent** 

#### Staff Present:

Nancy Pieters

Joe Lujan, ADA Coordinator

#### **Others Present:**

The KIVA group Hope Reed, GCD, citizen advocate Charmaine Clair, Stenographer

#### APPROVAL OF AGENDA

Ms. Pieters asked to add time for her to ask questions on ADA and the Transition Plan.

Mr. McQuarie moved to approve the Agenda as amended. Mr. Ortiz Dinkel seconded the motion and it passed by unanimous voice vote.

#### **APPROVAL OF MINUTES: September 19, 2013**

Page 3, second paragraph: "Vice Chair Hunt said she understood that the state is now <u>taxed</u> with looking at the City's compliance" was changed to ...: tasked with looking at..."

Dr. Maynard moved to approve the September 19, 2013 minutes as amended. Ms. Pieters seconded the motion and it passed by unanimous voice vote.

#### **PUBLIC COMMENTS**

Mr. Lujan said Cathy Aten is a new member appointed to the MCD earlier this month. He said he met Ms. Aten and she is very nice and is an advocate for persons with disabilities. He said she will be an asset to the Committee. She is under the weather today and her absence is excused.

Mr. Lujan said he would be departing next week and Dave Chapman stepped up to take over the ADA responsibilities on an interim basis. He said Mr. Chapman has presented a proposal to the administrators and he would introduce him once he arrives.

Mr. Lujan said he is happy to see Joe Rochelle and KIVA present. He said the sidewalks are an important City program and the bottom line is safety and sidewalks should be accessible. He said the City is old and the streets are narrow and the existing fire hydrants and signal poles, etc. make it difficult and impedes the accessible route. He urged KIVA to be patient and with the Committee, voice their concerns to the City.

Mariam Jawar entered the meeting at this time.

Mr. Lujan said even if the City could put in an improved sidewalk on one side that would provide accessibility.

Mr. Lujan passed out a list of new members. (Exhibit 1) He said changes could be noted and he would update the list.

#### **OLD BUSINESS**

- a) MCD Sub-Committee Reports
  - Transportation

Ms. McGinnis said the last TAB meeting had been canceled and the ATA person, Susan Masler had resigned. She said she has asked to be appointed so she could officially be a part of the committee. She provided her e-mail address and cell phone number: marymcGinnis77@yahoo.com; 505- 231-7431.

Media (Exhibit 2)

Ms. Hunt said on September 26 a six minute radio spot was done on KSFR on the October Disability Employment Awareness Month. The radio spot could be heard by accessing the link on the website.

Dr. Maynard said he interviewed Joe Rochelle with KIVA and the interview ran the previous day. He added that the KIVA group would come to the station tomorrow for a tour and talk about what KSFR has available. He said Dee Martinez from GCD also came and KSFR ran a story about service animals. He said space is available to run other stories.

Chair Bowman said Dr. Maynard had suggested the Committee members answer phones for the KSFR fundraising to get publicity. She said that was a good idea, but she wasn't able to organize that at the time and the Committee should consider that in the future.

Dr. Maynard said there are four phone drives a year and he would let the Committee know the next one.

#### Plan Review

Mr. McQuarie said Mr. Lujan would pass out two plans. (Exhibit 3) He said the police station remodel is straight forward and the second one is a remodel on Camino Alire and part of the Franklin Miles complex. He said the second bullet could be misleading and he recommended white *on blue* signage. All restroom signs are white on blue signs.

Mr. McQuarie said the subcommittee met at various locations Tuesday and found a couple of things. He said on sidewalks for instance, the City is forgetting that not only does the curb have to have a certain width, but if traveling more than 400 feet, there are areas needed for bypass.

He said KIVA mentioned two locations that should be addressed; one at the corner of Manhattan and Cerrillos Road. He said the plans were looked at last December, but came under federal review. He said if the correction is not done soon, KIVA should jump on the City.

Ms. Pieters asked if possible to have more than three subcommittees. Chair Bowman replied absolutely; the three subcommittees seemed appropriate at the time.

#### b) Automatic Door Opener Update

Mr. Lujan said the automatic door opener project is in process and the project manager Jason Kluck, is getting price quotes. He said the Committee's packet contained an e-mail response from the director of the water facility on San Mateo, who said his staff would be too cold with automatic door openers.

Mr. Lujan said this was not a general public observation. The original request came from staff in the water facility office who noticed the difficulty persons with disabilities have in opening the two doors.

Mr. Lujan said the water facility would get new doors that would be easier to operate, but he is disappointed. He explained that the only ADA requirements for doors for older facilities are 5 pounds of pressure or less, for interior doors only, and kick-plates. He said new facilities are required to meet the current code that has other requirements.

Ms. Reed said code doesn't state where an automatic door should be, but people have to be able to get in. She said at that point an automatic door would be required and that decision is made in the field.

Mr. Lujan advocated pursuing the issue further to get automatic door openers for that facility. He said some facilities that have no automatic door openers have very little public use and/or private access and were removed from the list. He said the water utility building has very high access.

Ms. Pieters said the Committee had discussed inaccessible restaurants, etc. and that there is no means to get accessibility unless remodeled. She suggested the Committee invite Mike Purdy to talk to them.

Mr. Lujan said the Committee should keep in mind that Mr. Purdy could not enforce ADA if the facility is not new construction or alteration. He said the only thing that could be done is for the citizen to file a complaint with the property owner and restaurant manager; the City is not involved.

Mr. Lujan said that is why Title II is so important for municipal facilities and Title III is the private sector such as Wal-Mart's, Kmart's and office buildings, etc. He said the complaint should be filed with the DOJ (Department of Justice) and the City is not enforcement for them.

Mr. McQuarie said the water utility building is a City building under Title II. He said there just needs to be a group say there is an obstacle and the City must act. He said staff had noted a potential barrier and suggested how that could be improved and is why MCD voted to put in an automatic door opener.

Ms. Hunt asked if the automatic doors could be staggered so exterior doors open and another button would be pushed to open the interior door. She thought that could take care of the issue with the heat.

Mr. Lujan replied that was possible, but he would need to look at the clearance space needed.

Mr. Ortiz Dinkel asked what process the Committee should follow.

Mr. Lujan recommended the Committee as a group; write a letter to advise the City Manager about their concerns. He said the MCD meeting minutes reference the Committee's discussion and recommendation to use funds to put in automatic doors. He suggested the letter be directed to the City Manager and the Governing Body be copied.

c. MCD & KIVA Program Discussion- MCD & KIVA October Disability Awareness Month

Mr. Joe Rochelle, a teacher with the KIVA Program said new staff was added since their visit in May. He said KIVA expressed their concerns about the inaccessible sidewalks. He said KIVA would like an update on the packet of their concerns sent to the City Manager, because they have not heard anything. (Exhibit 4)

Mr. Lujan asked Mr. Rochelle for a copy of the letter sent to the City Manager and he would follow up.

Mr. Rochelle said KIVA is also concerned with things such as crosswalks not painted correctly or fading and is currently making a new packet to send.

He introduced the new staff members: Jeremiah, Joe Wicker, Annette, the Program Support Specialist and Jennifer Medeiros.

Mr. Joe Wicker said as a new teacher he has to put himself in the shoes of those with accessibility issues and there are many glaring problems with accessibility in the community. He said the group came today with thirteen students that volunteer throughout the area. He said they took their lives in their hands to get to the crown jewel of Santa Fe: the Genoveva Chávez Center. The KIVA members rode the bus to the Center and had a difficult time crossing the street.

Alexis added that she fell and her leg is hurt. She said the sidewalk was cracked and that made her fall.

Mr. McQuarie said the bus stop is on the far side of Rodeo Road and the median has a cable barrier that a person has to crawl under or over. He said the barrier should have a four or five foot break for pedestrians because of the bus stop location. He said the City is liable for accidents because they put a safety hazard in between.

Mr. Wicker said they should focus on one barrier at a time. He said the KIVA Program operates out of Larragoite School on Aqua Fria. He said there are many issues of accessibility there and all had been documented in their paperwork. He said KIVA had to abandon some sites where the students volunteer because they couldn't get to the site.

Mr. Rochelle said this month is Disability Employment Month and KIVA teaches marketable job skills for the workforce. He said KIVA wants to express concern about the lack of advertising for Disability Month.

Chair Bowman said the Committee wouldn't argue with that. She said the MCD has no budget and makes advertising out of the question.

Mr. Rochelle said that KIVA does fundraising and would be willing to raise funds for projects. He suggested that be something the Committee and KIVA do together.

Ms. Hunt said she tried to get the Santa Fe New Mexican to write an article as part of the KSFR radio spots that would highlight the KIVA program and Disability Employment Month. She said there was absolutely no interest. Chair Bowman added that she received similar responses when she tried the previous year.

Ms. Jawhar suggested the Community Bulletin; free in the papers.

Dr. Maynard said he would talk with the KSFR station manager about running a PSA (public service announcement) more frequently.

Mr. McQuarie said there is letter in the Department of Transportation (DOT) based on a complaint. He said the City must improve or survey all public right of way facilities in the City; approximately 3200 intersections. He said the program pushes setting up a program for improvement and the City has to respond. He said if the City does not act in a timely manner the DOT could possibly forward the non-response to the DOJ for prosecution.

Mr. Lujan said getting back to resources for public awareness; the City has a television program that could run information and Dr. Maynard is with the radio station and a PSA could be done thru the public information officer with the City. He said the MCD is an official City committee and cautioned that any public information tied to the MCD be approved by Jodie Porter beforehand. He said as citizen advocates, they could act on their own.

Mr. Lujan said he received a rough estimate of the costs for the sidewalk surveys and the survey is a recommendation. He said the City is looking at half a million dollars to have a consultant survey every sidewalk in Santa Fe. He said that would be a great tool to identify sidewalks that are inaccessible and barriers, etc. He said on the other hand, the half million dollars could have been used on ADA improvements and would have done quite a few curb ramps.

Mr. Lujan said he found it disturbing that instead of using the money to do actual improvements, the money would be used for a *plan* that might take 5, 10, 20 years or more. He said the Committee should be aware that the City operates on gross receipts and federal and state money for projects as money comes available. He said times are difficult for all municipalities.

Mr. Lujan reminded the Committee they had \$300,000 for the 2012 Bond cycle and MCD made recommendations for the use of the money. He said the complaint had been pending about a year when it was questioned where the City could get the money for the survey. He said he mentioned the \$300,000 available. He said even if staff does the survey there isn't enough money.

He explained the recommendation is not to make *improvements* now, but only to identify. He said that is the purpose of the Transition Plan for facilities and parks, but this survey would just be public right of ways.

Mr. Rochelle suggested the Committee and KIVA work collectively next year to decide how to raise funds for October Disability Employment Month.

Ms. Jawhar suggested Mr. Rochelle contact the chair prior to October and Chair Bowman suggested around July.

Mr. McQuarie said KIVA members should make a presentation to the City Council to make their concerns public, because it brings their concerns to the attention of the media. He said another reason is the election of Council members and the mayor coming up. He provided the dates for the next two Council meetings and could call the City Clerk at 955-6051.

Ms. Jawhar suggested KIVA get on the agenda for City Council.

Jennifer Medeiros with KIVA said she works in Special Education with Santa Fe Public Schools. She said she met with Mayor Coss a couple of months ago about curb cuts in front of the Indian Hospital and was told Cerrillos Road is state highway.

She told the Committee about trying to get a student in her scooter onto the curb and being stuck in the exit lane of the Indian Hospital in the middle of traffic. She said she had to jump out onto Cerrillos Road to stop the bus because buses didn't know they needed bus transportation since they were not at the bus stop.

Mr. McQuarie suggested Ms. Medeiros contact Monica Vargas at 827-1776 who is the New Mexico State Highway ADA Coordinator. He said if KIVA brings up the lack of access that would have to be taken care of because the issue had already been brought up. He offered to provide KIVA with paperwork on the previous complaint.

Ms. Medeiros said not to have accessibility in front of the hospital is beyond her scope of understanding. She thanked the Committee for listening and for clarification.

Chair Bowman thanked KIVA members for their efforts and input. She said MCD could not do a lot directly but there are outlets and they could work together.

Mary Beckwith with KIVA said she would like the sidewalks to be done because she has a hard time walking. She said UPS has no sidewalk and she has to walk on the dirt and last year, Miracle had to go into the street. She said she works at the GCC and has to stop traffic every day.

Ms. Pieters suggested talking with GCC management or the bus company. She said that might be something they could look at. She said advocacy isn't always appreciated, but it does get things done.

Mr. Lujan said the MCD as well as KIVA has the right to write a letter to Jon Bulthuis of Santa Fe Trails about more strategically placed bus stops. He said the bus stop on the westbound side should be located by the intersection. He noted that the City has liability for mid block crossings and pointed out that crosswalks give a false sense of security.

Mr. Lujan said the lack of a curb ramp at the Indian School Hospital is a concern. He said there is no way to take a bus and get off at the Indian School Hospital and that is an example of a bus stop located in an inaccessible location.

Ms. Pieters suggested Mr. Bulthuis be invited to talk to the Committee. She said the Committee could make a list of items.

Mr. Lujan agreed. He said inviting Mr. Bulthuis would be better than writing a letter. He suggested the chair of the Transit Division Committee also be invited.

Ms. McGinnis said she thought Mr. Bulthuis would be receptive. She offered to extend the invitations.

Ms. Jawhar suggested KIVA list the bus stops they felt were most important to be considered.

Chair Bowman emphasized that the topic of conversation at the next meeting would be the accessible placement of bus stops and not curb ramps or sidewalks.

Mr. Lujan thanked the KIVA group. He said he would share his e-mail address with Chair Bowman so he could keep in touch.

Mr. Lujan introduced David Chapman to the Committee. He said Mr. Chapman works in Public Works and is a grant writer for the City and offered to assume the duties of the ADA Coordinator. He noted that a full-time ADA Coordinator would probably not be hired until after the first of the year.

Mr. Chapman said he is honored to be considered for the interim position, but he has not officially heard anything yet. He said he attended an ADA workshop sponsored by the state and met Lisa Neie and Monica Vargas with the state ADA. He said their training program was excellent and most beneficial to him was a field exercise in a wheelchair. The hardest exercise was walking with a white cane. He said the main point was that ADA is for everyone.

Mr. Chapman said he gave an action plan to his boss and has reviewed past MCD meeting minutes. He said in his experience when continuity is lost, a Committee goes backward.

Mr. Lujan said the position is up to the administrators, but he is happy Mr. Chapman stepped up to the plate.

Chair Bowman said MCD is happy to have Mr. Chapman attend the meeting before next month.

#### **ITEMS FROM MEMBERS AND STAFF**

Chair Bowman presented Mr. Lujan with a card and gift certificate from the Committee. She said that Mr. Lujan's knowledge has been invaluable and he would be missed.

Mr. Lujan said he cares about the Committee and MCD is important to him. He thanked the members for their well wishes and the gift certificate. He said the Committee was a great group of people and he would miss them.

Mr. Lujan acknowledged Mr. McQuarie and Ms. Reed for their assistance through the years.

The Committee members each acknowledged Mr. Lujan and his valuable knowledge and ability to make the process easier. Mr. Ortiz Dinkel suggested Mr. Lujan consider being a member of the MCD.

Mr. Lujan said the Committee has a full membership now, but he would leave names of others for the future that are interested.

Ms. Jawhar passed out information on the New Mexico Health Exchange.

Ms. McGinnis said she is pursuing her dream of private practice counseling and passed out a brochure. She added that she is willing to do phone counseling once she has met the person.

**NEXT MEETING: November 21, 2013** 

#### **ADJOURNMENT**

Having completed the agenda and with no further business, the meeting adjourned at 12:05 p.m.

Approved by:

Marcia Bowssan Marcia Bowman, Chair

Submitted by:

Charmaine Clair, Stenographer

Charmaine Clour

# **Mayor's Committee on Disability Members**

#### Marcia Bowman, Chair

1121 Vuelta De Las Acequias Santa Fe, New Mexico 87507 Ph. (505) 438-4382 Term Expires January 2017 marcfred@comcast.net

#### Dave McQuarie

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#### Mary McGinnis, C/O New Vistas

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#### **Nancy Pieters**

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#### **Cathy Aten**

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#### Roberta Hunt, Vice Chair

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#### **Ron Ortiz Dinkel**

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#### **Charles Maynard**

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#### Mariam Jawhar

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#### Hope Reed, GCD

491 Old Santa Fe Trail, Lamy Bldg. Santa Fe, New Mexico 87501-0415 Ph. (505) 476-0415 Non Member/Citizen Advocate Hope.Reed@state.nm.us

#### Joseph L. Lujan, ADA Coordinator/Staff Liaison

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REVISED: October 16, 2013

## Mayor's Committee on Disability, Media Supcommune

A 6 minute segment was broadcast on the news show 9/25/13, describing employment options for people with disabilities.

Link to broadcast: <a href="http://ksfr.org/post/sept-25-noon-todays-top-local-news-headlines-features-ksfr-newsroom">http://ksfr.org/post/sept-25-noon-todays-top-local-news-headlines-features-ksfr-newsroom</a>

Andrea Cetera Jines, an Employment Counselor at TransCen, Inc., was interviewed by Dan Garrity. Key points in the interview were that:

- --people are afraid of losing their SSI or SSDI benefits if they work
- -- one can earn \$1000/month without losing benefits
- --when one earns more than \$1000/month, then the job is discontinued, for whatever reason, the person is immediately reenrolled in the Federal benefit program
- --overview of DVR services
- -- announced Job Fair in Albuquerque October 8

### **Upcoming**

KIVA program overview and interviews with Charles Maynor on KSFR, tentatively scheduled to record this Friday 10/18/13, date of airing to be announced.

Media Subcommittee Members
Marcia Bowman
Dr. Charles Maynard
Mariam Jawhar
Roberta Hunt

# **MEMO**

DATE:

September 26, 2013

TO:

**Governing Body** 

FROM:

Dave McQuarie, MCD Plan Review Sub-Committee Chair

VIA:

Joe Lujan, ADA Coordinator/Staff Liaison

RE:

Martha Ramirez Skate Park

As per Resolution 2006-151, the above referenced project was reviewed by myself, Chair of the MCD Plan Review Sub-Committee, Ron Ortiz Dinkel, Jason Kluck, Frank Archuleta via Joe Lujan, ADA Coordinator/Staff Liaison on September 23, 2013. Project comments are as follows:

- Ensure smooth transitions at all adjoining surfaces within the scope of work including patches.
- Ensure all amenities are within proper reach range.
- Transition Plan barrier assessment survey does not exist and is not needed.

If you have any questions please call me at 471-5785. Thank you.

EXC: MCD Members

Jason Kluck , Project Administrator
David Pfeifer, Facilities Director

Ben Gurule, Acting Parks Division Director

# **MEMO**

DATE:

September 26, 2013

TO:

**Governing Body** 

FROM:

Dave McQuarie, MCD Plan Review Sub-Committee Chair

VIA:

Joe Lujan, ADA Coordinator/Staff Liaison

RE:

Police Station Phase III

As per Resolution 2006-151, the above referenced project was reviewed by myself, Chair of the MCD Plan Review Sub-Committee, Ron Ortiz Dinkel, Jason Kluck, Frank Archuleta via Joe Lujan, ADA Coordinator/Staff Liaison on September 23, 2013. Project comments are as follows:

- Please ensure compliant access to restrooms on both floors due to remote locations.
- Consider building directories to locate restrooms. Recommend white
- All interior door closures are required to not exceed be 5 pounds pressure.
- All exterior routes shall be accessible with flush transitions.
- Stairwells require handrails on both sides.
- Insert attached ADA general note.
- Are all alarm systems ADA compatible?

If you have any questions please call me at 471-5785. Thank you.

EXC: MCD Members

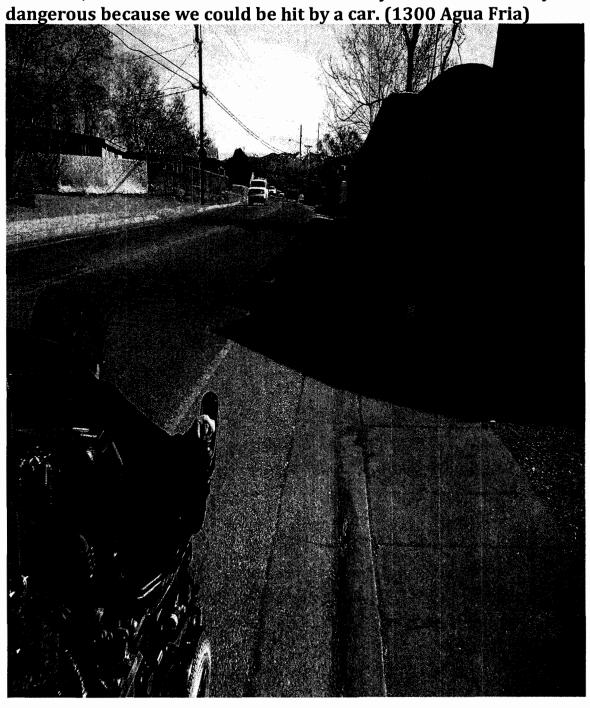
Chip Lilienthal, Project Administrator

David Pfeifer, Facilities Director

Replace the tree with the water fire hydrant so my menu in a wheelchair can get through. By Jose Rios (Corner Manhattan and

the 500 block of Cerillos Cerillos by Santa Fe Inn)

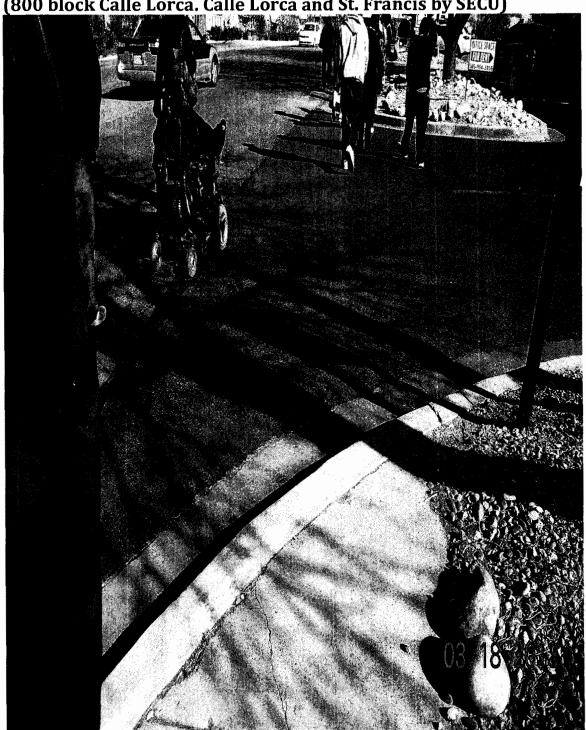
Greetings, my name is Miracle Hansen. I was walking with my class to go to El Tesoro restaurant, and we came upon a stretch along Agua Fria where there is no sidewalk. Because there is no sidewalk, we were forced to walk in the busy street. This is very



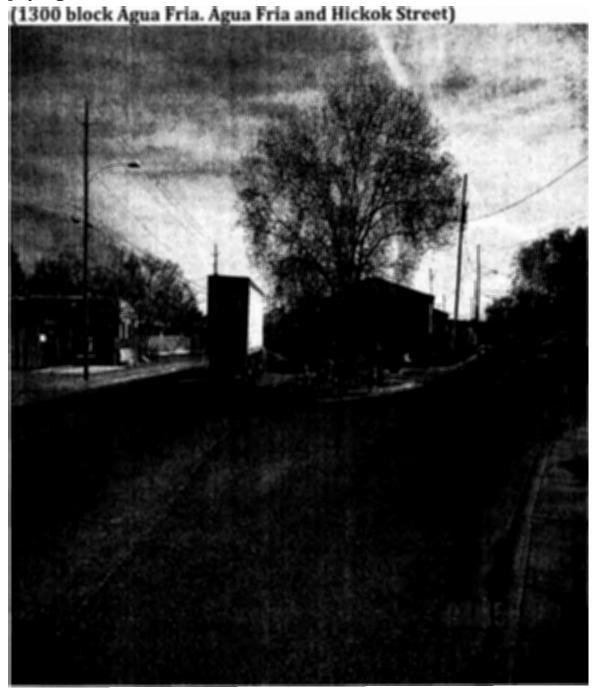
Do your work!.....Steven Garcia
(1300 block Agua Fria. Agua Fria and Hickok Street)

Hi, my name is Elexus Rice. This sidewalk has an entrance ramp, but is doesn't have an exist ramp, so we are forced to walk in the street with our friend and fellow student who needs to use a wheelchair. We might get hit by a car.

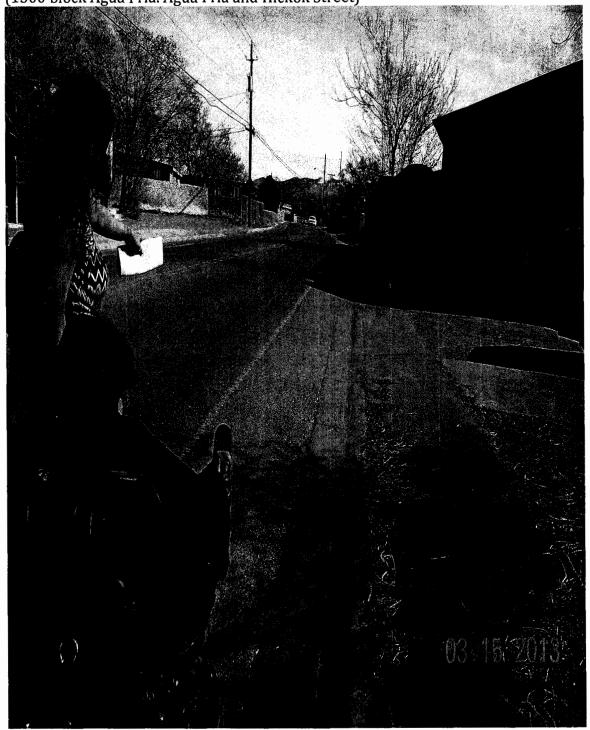
(800 block Calle Lorca. Calle Lorca and St. Francis by SECU)



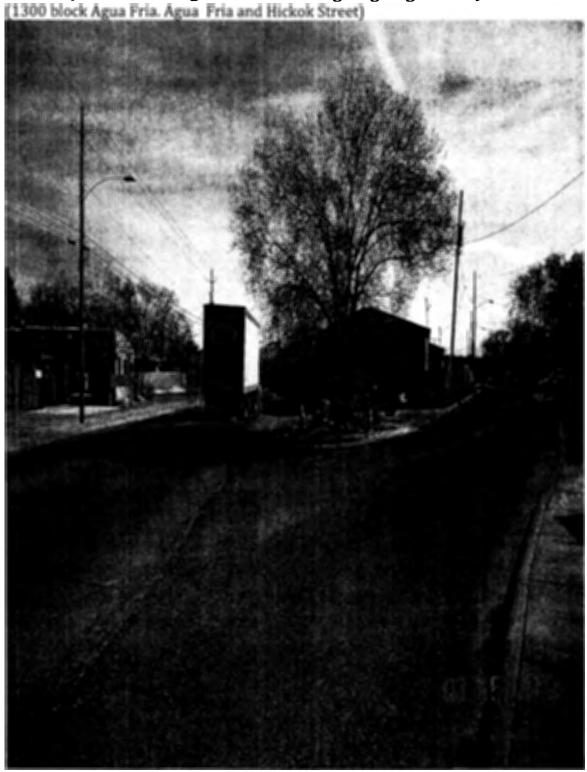
Hi, my name is Mr. Williams. I am a student with the SFPS 's KIVA Program. Every sidewalk needs to be big enough for everyone, and there needs to always be handicapped accessible sidewalks on all the busy streets. What if a student were to be hit by someone not paying attention?



My name is Chris Chavez. On Agua Fria street, the sidewalk stops, and then it is too narrow and close to the wall. It made me feel mad because we are going to be hit by a car. (1300 block Agua Fria. Agua Fria and Hickok Street)



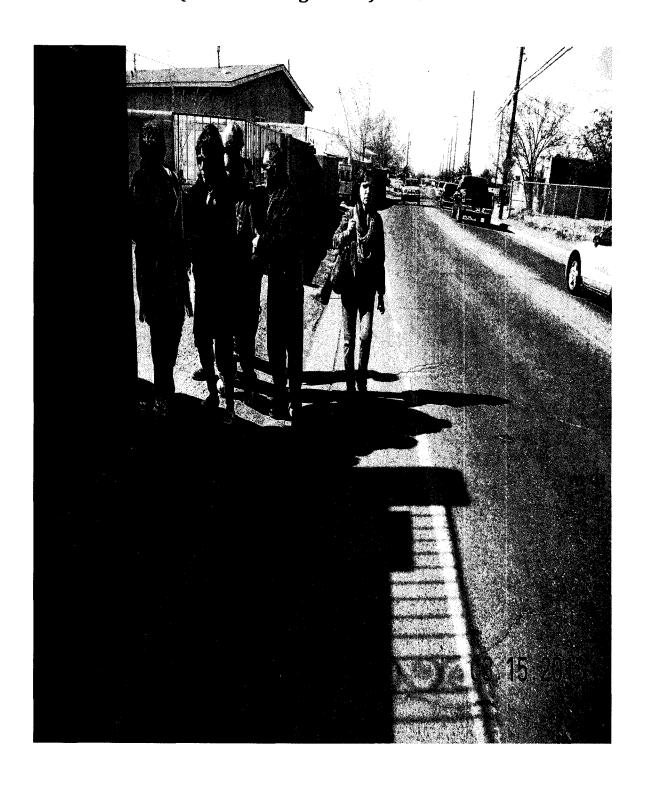
Hello, my name is Cedric Willis. Walking along this stretch of Agua Fria, we came to a place where there was no sidewalk, and we all had to walk in the street. I feel it is very dangerous to have to walk in a busy street like Agua Fria. We are going to get hit by a car.



My name is Yadirs Ornelas. The sidewalks here in Santa Fe can be very dangerous, and we have to walk in the street. (1300 block Agua Fria. Agua Fria and Hickok Street)



Hi, my name is Amber. We always have to deal with walking in the street or to close to the street because the sidewalks in Santa Fe need to be fixed. (1300 block Agua Fria)



Hello, Mary Beckwith is my name. I would like to see a sidewalk we could use, because I have a bad knee. My friend in a wheelchair can't use this sidewalk because it has no exit ramp. (800 Block

Calle Lorca, by Candy Man and SECU)

