



**MINIMUM
WAGE**

Minimum wage is the lowest amount an employer can pay someone.

In the United States minimum wage is \$7.25 per hour

But in 30 states the people have fought hard to raise the minimum wage to \$15 per hour

The federal minimum wage law is not for people with disabilities. There is a special law with the nickname 14-C. Employers can apply for a 14-C certificate from the Department of Labor that lets them pay disabled workers below the minimum wage.

What is a Sheltered workshop?

The 14-C law is outdated. It was passed 100 years ago.

It clearly discriminates against people with disabilities. And almost all of these individuals are people with intellectual and developmental disabilities.

They are paid less than \$3.50 per hour.

A person is tested to see how fast they can work. It is extremely stressful.

People are tested every 6 months and if you can't keep up, your pay is cut.



What is a Sheltered workshop?

It is segregation. A place where only or mostly people with disabilities work. It is like a mini factory. They are paid hardly any money. The work they do is often not their choice.

In 2016, there were 2,275 active certificates or sheltered workshops or places employing 241,265 individuals earning subminimum. In July 2019, these numbers have dropped to 1,316 certificates employing 105,006 individuals. This is a 56% decrease in certificates or places and a 42% decrease in people getting subminimum wages. Some of this decrease is accounted for by state-level initiatives.

Bill in Congress

Transformation to Competitive Integrated Employment Act, which was first introduced in 2021. It would end sub-minimum wage.

It was introduced again on February 27th, 2023 by Senator Bob Casey from Pennsylvania said, “Paying workers less than the minimum wage is unacceptable. Everyone deserves to be paid a fair wage, and Americans with disabilities are no exception. This commonsense, bipartisan bill would lift up people with disabilities by raising their wages and creating competitive jobs in workplaces that employ both workers with and without disabilities.”

Where We Are At On Our Road To Freedom

State	Passed a LAW	14-C Certificates
Alabama	No	No
Alaska	Yes	No
California	Phase out by January 1, 2024	39 certificates serving 4,938 people
Colorado	Phase out by 2025	9 certificates serving 322 people
Delaware	Phase out by July 2023	No

Where We Are At On Our Road To Freedom

State	Passed a LAW	14-C Certificates
District of Columbia	NO	NO
Hawaii	Phase out was January 2022	1 certificates serving 0 people
Maine	Yes	No
Maryland	Phase out by October 2020	1 certificate serving 90 people
Minnesota	Law is only to make a plan to close	60 certificates serving 5,877 people

Where We Are At On Our Road To Freedom

State	Passed a LAW	14-C Certificates
New Hampshire	Yes	NO
Oregon	Phase out was JUne 2023	2 certificates serving 19 people
Rhode Island	Yes	No
South Carolina	Yes	18 certificates serving 1,374 people
Tennessee	Yes	2 certificates serving 38 people

State	Passed a LAW	14-C Certificates
Vermont	No	NO
Washington	Phase out was August 2023	4 certificates serving 108 people
Wyoming	No	No

Information reported by the Association of People Supporting Employment First
July 2022 Trends and Current Status of 14(c)
<https://apse.org/wp-content/uploads/2022/09/July22-APSE-14c-Update-REV.pdf>

More progress...

- Texas and Illinois have eliminated subminimum wage for employers who have state contracts
- These cities have bans on subminimum wages Reno, Chicago, Seattle, Denver, King County, WA
- Connecticut, Illinois, New York, and Ohio have legislation in progress
- And legislation was introduced in, Georgia, Kentucky, Minnesota, Vermont, and Virginia, West Virginia, during the 2022 legislative session, but died in committee or chamber.

More progress...

- Working on Employment First Laws -These states are working on employment first laws. Missouri, Arizona, Arkansas, Massachusetts, and Minnesota.
- Other helpful laws, but not getting rid of sub-minimum wage, Kansas, Indiana, Nebraska, North Carolina,
- Other helpful laws that failed, in Mississippi, and New Mexico.

Could not find any news about

- Florida
- Idaho
- Iowa
- Louisiana
- Michigan
- Montana
- New Jersey
- North Dakota
- Oklahoma
- Pennsylvania
- South Dakota
- Utah
- Wisconsin

Small Group Discussion

**What are your ideas
about how we can move
forward?**

**How can we work to end
subminimum wage?**

