**Views on the Payment of Subminimum Wages to People with Disabilities**

**Current Administration**

**Workforce Innovation and Opportunities Act, Advisory Committee on Increasing Competitive Integrated Employment (CIE) for Individuals with Disabilities Final Report**

“CIE will create a critical pathway to better economic future and increased economic self-sufficiency for youth and adults with disabilities.” (3)

“Congress should amend Section 14(c) of FLSA to allow for a well-designed, multi-year phase-out of the Section 14(c) Program that results in people with disabilities entering CIE.” (29)

**National Council on Disability Report on Subminimum Wage and Supported Employment**

“The Committee recommends that the Section 14(c) program should be phased out gradually to provide adequate time for transition to new alternatives.”

“The committee realized what is needed is a conversion or transformation strategy and phase-out of a relic in policy left over from the 1930’s.” (16)

**2016 Party Platforms**

**Republican**

“Our TIME Act (Transition to Integrated and Meaningful Employment) will modernize the Fair Labor Standards Act to encourage competitive employment for persons with disabilities.” (38)

**Democratic**

“We also support creating one fair wage for all workers by ending the sub-minimum wage for… people with disabilities.” (4)

**Past Government Officials**

**Senator Tom Harkin (IA)**

**Speech at the 2016 Democratic National Convention**

“Twenty-six years ago today, our nation won a hard-fought battle to end discrimination for over 50 million people when we signed into law the Americans with Disabilities Act, the ADA … twenty-six years later, employers are still allowed to pay people with disabilities below the minimum wage, it is time to change that law.”

**Tom Ridge, Secretary of Homeland Security**

**TIME to act on real employment for people with disabilities - The Hill**

**May 19, 2016**

“In 2016, there is no excuse for treating an entire class of workers differently from others based solely on the characteristic of disability. Such treatment is discriminatory, just as it would be if applied to individuals of a specific race, gender or religious affiliation.”

“I urge the House and Senate to pass the TIME Act with all deliberate speed.”

**Former 14(c) Certificate Employers**

**Nancy Rollins, New Hampshire State Director for Strategic Development and Public Policy at Goodwill Industries of Northern New England**

“Since 1996, it has been our policy and practice to always meet or exceed the minimum wage for our nearly 2,000 employees of all abilities in Maine, New Hampshire and Vermont. … At Goodwill Industries of Northern New England, our integrity revolves around how closely we adhere to our fundamental belief in the value of every human being.”

**Colleen Morrone, President and CEO for Goodwill of Delaware and Delaware County**

“Focusing on what individuals CAN accomplish and creating adaptive performance environments enables them to be productive and supports their personal goals. The employment success of individuals with disabilities or disadvantages improves their self-esteem and helps family members and care givers with a measure of support knowing their loved one has become a more independent, self-sufficient individual.”

**Press**

**People with Disabilities Aren’t Entitled to the Minimum Wage**

**Michelle Chen - The Nation**

**September 7, 2016**

“The structural bias ingrained in the labor market has left more than 80 percent of people with disabilities out of the workforce.”

“Advocates are also campaigning to stop federal subsidies for segregated sheltered workshops and “training” programs, where workers tend to languish indefinitely in jobs with virtually no redeeming educational value.”

“The sub-minimum wage remains a powerful, and condescending, discriminatory barrier, say rights advocates.”