

From: Harris Capps <harriscapps007@gmail.com>
Sent: Sunday, October 11, 2020 5:12 PM
To: Marchi, Shirley <shirley.marchi@ood.ohio.gov>
Subject: Unanswered Question to the Board

Hello,

I am a parent, guardian, and advocate for my son Matt who has significant Intellectual and Developmental Disabilities (IDD).

I am also on the Board of Directors for a national disability organization; one that supports Special Wage Certificate employment.

There is one implied question that has yet, to the best of my knowledge, to be answered.

There is of course OOD's actions to implement Competitive Integrated Employment. Running in tandem with those actions by other organizations, are numerous attempts to phase out Special Wage Certifications under the FLSA 14 (c). OOD is no doubt in support of the elimination of Special Wage Certifications.

Assuming efforts like a legislative "add-ons" to the "Raise The Wage Act" and "Transformation to Competitive Employment Act" Bills are passed in the next congress, **OOD will have a solemn responsibility.**

That is, to place into competitive employment, persons with IDD and other disabilities who are unable, because of there more severe disabilities, to gain this type of employment.

This is not, as many well-intentioned but uneducated persons would paint an easy task. In fact, competitive employment for many will be unattainable. That is a fact... not well-intentioned vague promises for a job in the "great bye and bye".

So... As the OOD Council, what are your ***very specific plans*** to ensure "competitive employment" for people like my son, Matthew, who loves going to work at his Vocational Center?

My son does not understand the difference between a paycheck for one penny to a paycheck for one thousand dollars.

Again, the OOD Council must soon explain to all employees using FLSA 14(c) employment, what are you going to do? Are you going to relegate Matthew to a Day Services Program with little to do and NO Pay, or have him waste all day looking at TV? Both of these alternatives will undoubtedly cause negative behavioral issues to increase dramatically. And this will truly be discrimination against a class of disabled persons.

Regards,

Harris T. Capps, Parent, Guardian and Advocate