



November 18, 2021

The Honorable Patty Murray
Chair, Senate Committee on
Health, Education, Labor & Pensions
Washington, DC 20510

The Honorable Richard Burr
Ranking Member, Senate Committee on
Health, Education, Labor & Pensions
Washington, DC 20510

The Honorable Robert "Bobby" Scott
Chairman
House Committee on Education and Labor
Washington, DC 20515

The Honorable Virginia Foxx
Ranking Member
House Committee on Education and Labor
Washington, DC 20515

Dear Chair Murray, Ranking Member Burr, Chairman Scott, and Ranking Member Foxx:

As the leading human rights organization for all individuals with Down syndrome, the National Down Syndrome Society (NDSS) strongly supports the passage of the Transformation to Competitive Integrated Employment Act, which would empower states, communities, and employers to phase out the use of mechanisms that allow individuals with disabilities to be paid less than the minimum wage. Through technical assistance and community investment, employers would be better able to provide competitive, integrated employment opportunities for individuals with disabilities.

Despite existing civil rights protections, thousands of Americans with disabilities are legally paid less than the minimum wage because of a provision in Section 14(c) of the Fair Labor Standards Act of 1938. Under 14(c), as it's commonly called, employers can apply for special certificates from the U.S. Department of Labor that allow them to undercut the minimum wage regarding this population. According to a 2020 U.S. Commission on Civil Rights report, between 2017 and 2018 the average wage of a person with a disability working under such certificates was only \$3.34 per hour.¹ While the provision was originally intended to afford people with disabilities otherwise-unavailable opportunities to work, after more than 80 years, the continued use of these 14(c) certificates is anachronistic and fails to recognize the rights of people with disabilities or value the contributions they make to their workplaces, communities or American society in general.

By phasing out the use of the subminimum wage, this bill affirms that employees with disabilities have the right to work in competitive integrated employment settings alongside their colleagues without disabilities and to be paid equitable wages for their work. This belief has sparked legislative change in states across the country, and passage of the Transformation to Competitive Integrated Employment Act (H.R. 2373/S. 3238) will build off these efforts and help eliminate discrimination across the country.

1. US Commission on Civil Rights. (2020). Subminimum Wages- Impacts on the Civil Rights of People with Disabilities. US Commission on Civil Rights. Retrieved 2021, from <https://www.usccr.gov/files/2020/2020-09-17-Subminimum-Wages-Report.pdf>.

NDSS envisions a world in which all people with Down syndrome have the opportunity to enhance their quality of life, realize their life aspirations and become valued members of welcoming communities. We urge Congress to take action to phase out subminimum wage for individuals with Down syndrome and other disabilities, and we thank you for your leadership regarding this important piece of legislation.

Sincerely,

A handwritten signature in black ink that reads "Kandi Pickard". The signature is written in a cursive, flowing style with a large, prominent loop at the end of the name.

Kandi Pickard
President and CEO
National Down Syndrome Society