

LEGISLATIVE PRIORITIES

2020-2021 POLICY STATEMENTS

SUBMINIMUM WAGE

Subminimum wages (less than the minimum wage) paid under the Fair Labor Standards Act (FLSA) to individuals with intellectual and other developmental disabilities have negative financial, emotional and economic impacts.

Individuals employed at a subminimum wage experience greater financial hardships and barriers to everyday needs as opposed to those paid at minimum wage.

Several states have begun the transition to competitive integrated employment for individuals with I/DD.

The CCDD supports policies for earning a living wage through competitive, integrated employment; as this is the first and preferred option for working-age individuals with disabilities.

STATEMENT:

Paying sub-minimum wages to individuals with intellectual and other disabilities violates their civil rights and hinders their inclusion in the workplace and the wider economy.

POSITION:

CCDD supports legislation, policy and practices that:

- Eliminate subminimum wages paid to individuals with I/DD.
- increase the opportunities for competitive, integrated employment for individuals with I/DD.
- Shape and influence policies on employment to increase social, civic, and economic contributions of people with intellectual and other developmental disabilities.
- Ensure that competitive, integrated work be the first and preferred option for Kentuckians with disabilities of working age who want to be employed.
- Educate both private and public sector employers about the hiring and accommodating of individuals with disabilities and the benefits of doing so.
- Support public-private partnerships to increase the employment of individuals with disabilities.

