

# The Transformation to Competitive Employment Act

People with disabilities want to work, live independently, and be economically self-sufficient. Employment rates for people with disabilities continue to hover around 33% and many of those who are employed are in sub-minimum wage jobs. These jobs are often in segregated settings called “sheltered workshops” where they are isolated from co-workers without disabilities and from the broader society, and are legally paid pennies on the dollar.

## What is Competitive Integrated Employment (CIE)?

Competitive Integrated Employment (CIE) is work performed by a person with a disability where the employee with a disability interacts – or has the opportunity to interact – continuously with co-workers without disabilities. Wages are at least minimum wage and at a rate comparable to non-disabled workers performing the same tasks.

## What is the Difference Between Subminimum Wage and Minimum Wage?

Subminimum wage means a paid wage less than the federal minimum wage, which is currently \$7.25<sup>1</sup>. There are some employees (including people with disabilities) who can be paid at hourly rates below the minimum wage according to the 14(c) certificates of the Fair Labor Standards Act (FLSA).

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1 At time of publication: September, 2019



## The Transformation to Competitive Employment Act of 2019

The Transformation to Competitive Employment Act ([S 260](#), [HR 873](#)) was introduced by Senators Bob Casey (D-PA) and Chris Van Hollen (D-MD) and Representatives Bobby Scott (D-VA) and Cathy McMorris-Rodgers (R-WA). This law would:

- Phase out use of 14(c) certificates, originally issued under the FLSA, ending subminimum wage over a six-year period.
- Create a competitive grant program to assist the transition of all 14(c) certificate holders to models that support competitive, integrated employment for individuals with disabilities.
- Establish a Technical Assistance center to support the transition to competitive integrated employment.
- Require reporting and evaluation on the progress of creating and expanding the service delivery structure to support workers with disabilities in competitive integrated settings and the inclusive wraparound services they receive when not working.



## Support the Transformation to Competitive Employment Act

Call your Representative and Senators and ask them to support the Transformation to Competitive Employment Act ([HR 873](#), [S 260](#)). Use the following script:

*AUCD envisions a future in which all people, including those living with developmental and other disabilities, are fully included, participating members of their communities. This includes equitable access to supports and services that reflect the preferences and values of diverse communities and that lead to self-determination, independence, productivity, and a healthy and satisfying quality of life.*

*The Transformation to Competitive Employment Act clearly supports that vision by phasing out Section 14(c) of the Fair Labor Standards Act of 1938 and thoughtfully provides the resources necessary to allow for the transition to a competitive integrated employment business model. This bill represents tangible, life-changing opportunities for people with disabilities and their families.*

*Please support the Transformation to Competitive Employment Act to improve employment opportunities for people with disabilities.*