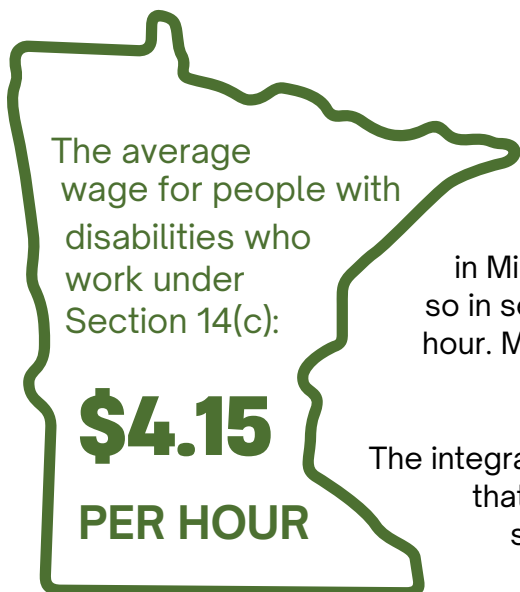


PAY PEOPLE WITH DISABILITIES MINIMUM WAGE OR HIGHER

The **Minnesota Coalition for Disability Wage Justice** is fighting so that people with disabilities are paid the minimum wage or higher for the work they do. We must phase out the use of Section 14(c) by 2028. **Minimum wage for all people with disabilities, now!**



THE PROBLEM

Federal law allows businesses to pay people with disabilities less than the minimum wage under Section 14(c) of the Fair Labor Standards Act. More than 3200 people with disabilities earn less than minimum wage in Minnesota. Many people who earn less than minimum wage do so in segregated settings. Some people earn as little as 7 cents an hour. Minnesota employs more people with disabilities earning less than minimum wage per capita than any other state.

The integration mandate of the Americans with Disabilities Act requires that people with disabilities have access to the most integrated settings available, including employment. In 2023, the United States Department of Justice found that employers who pay less than minimum wage may be in violation of this federal law.

THE SOLUTION

We recommend that the Minnesota State Legislature ensures all workers with disabilities are paid a minimum wage or higher by 2028. Minnesota should build on the legislative successes of 2023 — including historic investments in individualized, integrated employment programs — to ensure that all people with disabilities earn equitable, dignified wages.

This transition is possible. 16 states have successfully passed legislation to ensure people with disabilities are paid a minimum wage. There are multiple organizations in Minnesota that have shifted their models to ensure that all workers are paid minimum wage. With last year's legislation, there are now funds available to facilitate this transition.

It is time for Minnesota to live up to its commitment to wage justice for all Minnesotans. Minimum wage for all people with disabilities, now!



Minnesota Coalition
for Disability Wage Justice

THE COALITION FOR DISABILITY WAGE JUSTICE



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