



May 1, 2024

To: Chair Hoffman, Chair Fischer, and Members of the Human Services Policy Conference Committee

Re: Senate File 4399

I am writing on behalf of MN APSE, the Association of People Supporting Employment First, to support the provisions in the House HHS Omnibus bill to phase out subminimum wages.

MN APSE, a chapter of the national organization that promotes the competitive, integrated employment of people with disabilities, has long supported the phase out of 14c Special Wage certificates. It is an archaic law that was never designed to be used to keep people with disabilities -- particularly people with intellectual or developmental disabilities -- from accessing jobs that fit their skills.

By definition, people making less than minimum wage are working on tasks at which they do not excel. If job tasks are aligned to better fit their skills and interests, they would be able to meet the same performance expectations as anyone else in those positions. It's time for all people with disabilities to have work opportunities for which they have the skills to be proficient and thrive, just as we all do.

Given the chance to earn more income and to be fully included in the competitive workforce, I cannot imagine that anybody would willingly choose to stay in sub-minimum wage employment, below the standard set for the rest of society.

Let's move into the 21<sup>st</sup> century and phase out subminimum wages in Minnesota.

Sincerely,

Dana Eisfeld  
Co-President