

# End Sub-minimum Wage



We believe that all workers should be paid minimum wage or above. No person with disabilities should be denied an equal wage! We need to end sub minimum wage in public and private businesses!

## Problem:

Washington State continues to allow private business to pay sub-minimum wages to people with disabilities under the L&I Special Certificate program.

In 2019, the Legislature passed the law to end the practice of subminimum wages paid by the State of Washington, although it did not apply to private business, so 400 people with disabilities remain on special L&I certificates to be paid less than minimum wage.

## Solution:

Washington should protect and enforce Employment First policies. Real employment in the community should be the first and preferred outcome for everyone. Washington should establish policies within our state that promote competitive integrated employment at or above minimum wage for people with all disabilities.

Washington needs to invest in transitioning all people currently paid below minimum wage and assist everyone to be valued as contributing members of the workforce. **A two year transition period is recommended** so that no one is left without a job. Investing in supported employment services is good for Washington. It will help people with intellectual and developmental disabilities (I/DD) get and keep jobs in the community and be contributing members of society.

No one deserves to be paid less than minimum wage. We want equal pay for our work!

## Ask:

Self Advocates in Leadership (SAIL) requests that Washington State end sub minimum wage for people with disabilities by creating and supporting legislation in the 2021 legislative session. Representative Noel Frame and Senator Emily Randall sponsored companion bills HB 1706 and SB 5753 last session to end the practice of subminimum wages for people with disabilities. The bills would have removed provisions authorizing the director of Labor and Industries to issue special certificates for the employment of individuals impaired by age, physical or mental deficiency, or injury at wages lower than minimum wage.

S.A.I.L, The Arc, APSE, Washington State Developmental Disabilities Council, Washington Chapter of APSE, Disabilities Rights Washington all support this effort and we will work alongside our allies to ensure eliminating sub-minimum wage happens.

**Please finish the work started in 2019 by**

**Ending Sub-minimum Wages for all people in Washington State!**

*For more information please contact:*

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