**Transformation to Competitive Integrated Employment Act (TCIEA) S.3238/H.R. 2373 Talking Points**

**Talking Points**

* Thousands of Americans with disabilities are paid less than the minimum wage due to Section 14c of Fair Labor Standards Act that allows employers to apply for special certificates from the U.S. Department of Labor to pay people with disabilities a subminimum wage.
* According to a 2020 U.S. Commission on Civil Rights report, between 2017 and 2018, the average wage of a person with a disability working under 14c certificates was only $3.34 per hour—less than half the federal minimum wage.
* TCIEA would provide grants to states or employers currently paying subminimum wage to workers with disabilities. These grants would go towards transitioning employers to a business model that pays at least minimum wage to workers with disabilities and continue to provide services and supports to workers with disabilities, particularly to those with the most significant disabilities.
* TCIEA would also prohibit the U.S. Secretary of Labor from issuing new 14c certificates that permit employers to pay subminimum wage to workers with disabilities and phase out the use of subminimum wage practices for all employers over five years.
* TCIEA will also create a technical assistance center to support employers making the transition to help them continue to provide wrap around services and supports for workers as the business moves to a competitive integrated business model.
* The continued payment of subminimum wages to people with disabilities runs contrary to federal disability civil rights law.