



Public Briefing

Subminimum Wages: Impacts on the Civil Rights of People with Disabilities

November 15, 2019 | Washington, DC

The U.S. Commission on Civil Rights will hold a public briefing to examine the exemption under the Fair Labor Standards Act – the section 14(c) waiver program - which permits employers to pay less than the minimum wage to individuals with disabilities. In April 2018, the U.S. Department of Labor reported that more than 1,800 employers held a waiver of minimum wage requirements, affecting at least some 150,000 workers. Reliable reports indicate that many employers with 14(c) certificates pay far below prevailing or minimum wage while segregating these employees from the non-disabled workforce. The Commission will investigate whether this violates the civil rights of people with disabilities.

The Commission will analyze the use of the 14(c) waiver program, its effect on people with disabilities, and oversight by the Departments of Labor and Justice. Commissioners will hear from former governor and Homeland Security Secretary Tom Ridge, advocates and civil society organizations, academic and legal experts, and corporate officials. Members of the public will be able to address the Commission in an open comment session. The Commission will accept written materials for consideration; submit to subminimumwages@usccr.gov no later than December 15, 2019. From this investigation, the Commission plans to issue a report with actionable recommendations to address this critical civil rights issue.

DATE:

Friday, November 15, 2019 – beginning at 9:00 am ET

LOCATION:

U.S. Commission on Civil Rights, National Place Building, 1331 Pennsylvania Ave. NW, Suite 1150, Washington, DC 20425 (Entrance on F St. NW)

AGENDA:

Briefing (invited panelists): 9:00 am – 4:30 pm ET

Open Comment Session (public testimony): 5:30 – 6:30 pm ET (End time subject to change)

The briefing will also [live-stream](#).

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