



PRESS RELEASE
November 13, 2019

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U.S. Commission on Civil Rights Public Briefing:
Subminimum Wages: Impacts on the Civil Rights of People with Disabilities
Friday, 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.

DATE: Friday, November 15, 2019

LOCATION: National Place Building, 1331 Pennsylvania Ave. NW, Suite 1150
Washington, DC 20425 (Entrance on F St. NW between 13th & 14th Streets)
Also [live-streaming](#)

AGENDA: [Panelists](#): 9:00 a.m. – 4:30 p.m.
[Public Comment Session](#): 5:30 – 6:30 p.m. (End time subject to change)

[AGENDA](#)

Introductory Remarks: Chair Catherine E. Lhamon 9:00 a.m. - 9:10 a.m.

Panel One: The Federal Government’s Role: 9:10 a.m. – 10:30 a.m.

- **U.S. Representative Robert C. “Bobby” Scott**, Chairman, House Committee on Education and Labor
- **Mary Ziegler**, Assistant Administrator for Policy, Wage and Hour Division, U.S. Department of Labor
- **Neil Romano**, Chairman, National Council on Disability
- **Alison Barkoff**, Director of Advocacy, Center for Public Representation

Break: 10:30 a.m. – 10:40 a.m.

Panel Two: Data Regarding Subminimum Wages and Competitive Integrated Employment: 10:40 a.m. – 11:20 a.m.

- **John Butterworth**, Director of Employment Systems Change and Evaluation Senior Research Fellow, Institute for Community Inclusion, University of Massachusetts Boston
- **Teresa Grossi**, Director, Strategic Developments, Indiana Institute on Disability and Community, Indiana University

Break: 11:20 a.m. – 11:30 a.m.

Panel Three: The Nature of Existing 14(c) Programs: 11:30 a.m. – 12:40 p.m.

- **Michele Ford**, President and CEO, Inroads to Opportunities
- **John Anton**, Legislative Specialist, Massachusetts Down Syndrome Congress
- **Ruby Moore**, Executive Director, Georgia Advocacy Office
- **Finn Gardiner**, Research Associate, The Lurie Institute for Disability Policy, Brandeis University

Remarks by Gov. Tom Ridge, Chairman, National Organization on Disability: 12:45 p.m. – 1:00 p.m.

Lunch: 1:00 p.m. – 2:00 p.m.

Panel Four: Transitioning from 14(c) Programs: 2:00 p.m. – 3:10 p.m.

- **Jennifer Mathis**, Director of Policy & Legal Advocacy and Deputy Legal Director, Bazelon Center for Mental Health Law
- **Julie Christensen**, Director of Policy & Advocacy, Association of People Supporting Employment First (APSE)
- **Lilia Teninty**, Office of Developmental Disabilities Services Director, State of Oregon Department of Human Services
- **Carol Ann DeSantis**, President and CEO, Melwood
- **Bryan Dague**, Think College Vermont Program Coordinator and Research Assistant Professor, College of Education and Social Services, University of Vermont

Break: 3:10 p.m. – 3:20 p.m.

Panel Five: Reform to the 14(c) Program at the Federal Level: 3:20 p.m. – 4:30 p.m.

- **U.S. Representative Glenn Grothman**, Member, House Committee on Education and Labor
- **Kate McSweeney**, Vice President of Government Affairs & General Counsel, ACCSES – The Voice of Disability Service Providers
- **Anil Lewis**, Executive Director, Blindness Initiatives, National Federation of the Blind
- **Brian Collins**, Senior Manager for Planning, Change Management, and Accessibility, Microsoft
- **Regina Kline**, Partner, Brown, Goldstein, Levy

Break: 4:30 p.m. – 5:30 p.m.

Open Public Comment Session: 5:30 p.m. – 6:30 p.m.

- Members of the public who wish to address the Commission will have an opportunity to do so during an open public comment session that will take place between 5:30 pm and 6:30 pm Eastern Time (ET). Each individual will have up to three (3) minutes to speak, with spots allotted on a first-come, first-serve basis. Individuals will be able to register for open comment session speaking slots, both online and at the briefing (in-person). The Commission will also accept written public comment submissions. See full details [here](#).

Adjourn Briefing 6:30 p.m.*

**End time subject to change*

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The U.S. Commission on Civil Rights, established by the Civil Rights Act of 1957, is the only independent, bipartisan agency charged with advising the President and Congress on civil rights and reporting annually on federal civil rights enforcement. Our 51 state Advisory Committees offer a broad perspective on civil rights concerns at state and local levels. Please visit www.usccr.gov and follow us on [Twitter](#) and [Facebook](#).