

**Task Force on Eliminating the Subminimum Wage
Legal Subcommittee**

Members:

Amanda Hess
Darline Graham
Felicia Johnson

Non-Members:

Sandy Jordan
Marly Saade

February 14, 2024 Legal Subcommittee Meeting Report

Present: Felicia Johnson, Darline Graham, Amanda Hess, Marly Saade

The Subcommittee has two focus items:

2. Identifying and developing protection for subminimum wage employees to maintain competitive employment while phasing out the use of subminimum wage;
8. Ensuring that the plan protects the rights of people with disabilities and follows ADA protections for employees and prospective employees with disabilities;

For focus item 2, we discussed:

- The Task Force Provider Survey results. The Subcommittee reviewed the responses that were shared with the Task Force and discussed. Transportation is a primary concern. Felicia discussed transportation in relation to job readiness centers and that SCVRD will work with the participant when transportation is a need to get to the service. The Subcommittee also discussed concerns regarding benefits. There are two benefits workshops being planned that will focus on individuals transitioning from subminimum wage. Marly updated the Subcommittee on the status of planning for these workshops. Providers are being contacted and timeframes are being reviewed. A question arose if DDSN has benefits counselors. If not, this could be a resource to suggest for DDSN. A conversation took place about self-employment as a possible employment goal for those that want to pursue it. From reviewing the survey responses, it appears that many of these areas could be addressed through education and resources.
- The individual survey. At the last Task Force meeting, we understood the Evaluation and Monitoring Subcommittee is interested in working on an individual survey as well. We would like to survey individuals transitioning from subminimum wage as well as those that have transitioned. We discussed asking at the next Task Force meeting for thoughts on survey approach. We discussed we could try to conduct surveys after the benefits workshops. We have brainstormed some questions over email and Darline will

communicate with Mark about having a draft to review for our next Subcommittee meeting.

- Checking on the status of the annual DDSN Report to the General Assembly.
- Drafting the Resource Guide. We discussed listed topic areas of: Employment Myths/Facts; Employment Rights; Social Security Disability Benefits; Assistive Technology; Transportation; Affordable/Accessible Housing; and Resources that can be contacted. We added Preemployment Supports and Training to this list. We discussed how to share resources under these topics. Marly will look into this and report at our next meeting.
- We did not receive input from other Subcommittees since our last meeting outside of information discussed at the January Task Force meeting.

No updates for focus item 8.

The Subcommittee would like to talk to the Task Force regarding:

- Thoughts on approach to survey individuals receiving subminimum wage and those that have transitioned out.
- More information regarding employment preparation, services, and supports available through the waivers.

Our next Subcommittee meeting will be on Wednesday, March 13, 2024 from 1-2 (virtual).