



Minnesota Families &  
Advocates Coalition  
(MNFAC)

March 19, 2021

To: Members of the MN House Labor, Industry, Veterans and Military Affairs Committee

Minnesota Families and Advocates Coalition (MNFAC) is a network of Minnesota Families who share concerns related to services for their family member with a disability. MNFAC, prior to pandemic time, conducted workshops around the state for families who want to learn how to advocate for their family member and who want to learn more about services for people with disabilities.

Upon publication of the September 2020 U.S. Civil Rights Commission Report on subminimum wage, MNFAC conducted its own research related to the Fair Labor Standards Act Section 14 (c). It gathered information from many sources. It wrote a white paper on the topic that can be found on the MNFAC Website at this link: [www.mnfac.org](http://www.mnfac.org)

Findings:

- The U. S. Civil Rights Commission Report on Subminimum Wage failed to acknowledge, in its recommendation to phase out/eliminate 14 (c), the 98% of public comments it received in favor of maintaining 14(c) as an available option for people with I/DD (intellectual development disability). It offers an employment opportunity with appropriate supports paying a commensurate wage for those who choose this option and for whom it is appropriate.
- The Civil Rights Commission Report fails to admit that each person with I/DD is an individual with his/her own unique cognitive/intellectual, social, emotional, motor and language development abilities that contributes to everyday living skills function. Many have multiple disabilities and are considered vulnerable adults. Not all people with I/DD are able to function successfully in an integrated competitive work environment paying minimum wage.
- Choice is a state and federal policy. Legal commensurate wage employment opportunities have successfully provided a choice for decades.
- People with I/DD choose where they want to work, live and more, including center-based employment paying a commensurate wage.

MNFAC Position:

- MNFAC supports Choice of employment, living arrangement and daily activities by people with I/DD.
- MNFAC supports 14 (c) center-based commensurate wage opportunities, as it currently exists, as a Choice available to people with I/DD
- MNFAC is opposed to HF439 that moves in the direction of a phase out/elimination of 14 (c) center-based employment opportunities that pay commensurate wages.

Submitted by MNFAC Steering Committee

Sue Hankner

Buyck, MN - (218)780-3453 - shankner@yahoo.com

Parent of two severely I/DD disabled sons ages 47 and 42

Retired Administrator in education and in businesses; education program and business development/manager; former special education teacher.