

Chair Hoffman, Chair Noor, and Members of the Human Service Conference Committee:

My name is Roy Adams and I am the proud father of a 17 year old daughter who was born with a rare chromosome abnormality and a result is considered certified disabled. Despite this disability Carly is a beautiful, hardworking, resilient, confident Junior in High School that is excited about being a senior next year and her 18<sup>th</sup> Birthday in December.

As she approaches her 18th Birthday and graduation, we are excited about the next phase of her life which will undoubtedly include employment opportunities. We have always envisioned Carly graduating from High School and pursuing her next passion in life without facing discrimination because of her disability.

Carly like all young people will face challenges during her transition to employment and a sub-minimum wage salary should not and cannot be one of them. Carly has been raised with the belief and ideology that despite her differences she will have opportunities to survive and thrive in the greatest country in the world in the best state in the union. The possibility of achieving this dream starts with ending the injustice of paying her a sub-minimum wage for the abilities and qualities she will bring to any employer.

My Wife, Son, and I, have often asked why it would be necessary to have to fight for the right for Carly to be viewed as a "whole person" who has a constitutional right to be treated equally. We have concluded the fight is part of the journey and over time we will work with our community to end the injustices that exist within the disability community starting with the practice of sub-minimum wage.

In closing, please take this historical opportunity to end the unjust practice of subminimum wage while at the same time sending a clear message that all citizens in Minnesota will have the right to earn a livable wage, specifically those individuals who are considered disabled.

Sincerely The Adams Family

Carly, Traci, Treygan, and Roy

*Roy Adams*