



Congress of the United States
House of Representatives
Washington, DC 20515

February 19, 2021

The Honorable Joseph Biden
President of the United States
The White House
1600 Pennsylvania Avenue, N.W.
Washington, D.C. 20050

Dear President Biden,

We write to you today on an important issue impacting citizens across the nation. Many people are concerned about the impacts of terminating the protections and flexibilities provided by Section 14(c) of the Fair Labor Standards Act will have on workers with disabilities, especially those with significant intellectual and developmental disabilities. We urge you to take these concerns into account.

As you know, many individuals with disabilities often find great benefit working in environments that cater to their unique needs. Community Rehabilitation Providers (CRP), who make up the majority of 14(c) certificate holders, support employment access and vocational training opportunities for individuals with disabilities. CRPs provide individuals with disabilities what other workplaces cannot, including transportation services, access to qualified rehabilitation professionals, and employment security and stability. When you visit a CRP, you quickly learn when speaking to the individuals who work there that they get more out of the job than simply a wage. They get a sense of purpose and a community that supports them. The rewards of being employed go far beyond just the employee, extending to the families of those with disabilities, the organizations they touch, and the entire surrounding community. Few things are more inspirational than seeing the pride of work that is evident in the men and women working in organizations like these.

Unfortunately, your administration appears to be racing through consideration of a Coronavirus relief package that may include an increase in the minimum wage and the termination of Section 14(c) certificates. When we have discussions on far reaching policies, we need to know what the potential impacts are. One of the unfortunate impacts of a minimum wage increase coupled with the termination of Section 14(c) will be the destruction of job opportunities for individuals with disabilities. Rather than experiencing the dignity of earning a paycheck like every other American, many individuals with intellectual and developmental disabilities will be limited to day rehabilitation services or unpaid volunteer work, both of which are options that already are available to people who choose to work under a certificate, or they will have no option other than

being at home, a choice that has an enormous economic impact on families and a demoralizing, negative effect on the individuals who are left without the job of their choice. It is disrespectful to the individuals who choose to work under Section 14(c) to eliminate this option without any consideration of their desires. Although they are trying to be heard, their voices are being drowned out by people whose lives will not be affected by the elimination of 14(c). We must maintain flexibility for these individuals so they do not lose their jobs and the support those jobs provide.

On behalf of these working men and women, their families, and their advocates, we strongly urge you to fully consider the impact that a one-size-fits-all policy has on every member of society. Everyone deserves a chance to have meaningful employment and feel valued.

Sincerely,



Bryan Steil
Member of Congress



Glenn Grothman
Member of Congress



Diana Harshbarger
Member of Congress



Madison Cawthorn
Member of Congress