

Attachment A.

CRPs with an Average Hourly Wage below Minimum Wage
FY 2015
Minimum Wage: \$7.25/hour

1. ABG Fulfillment

2. Camino Real Centers:

Atascosa County IDD Work Center

Dimmit/Zavala County IDD Work Center

Frio County IDD Work Center

Maverick County IDD Work Center

Wilson County IDD Work Center

3. EXPANCO, Inc.

4. MARC

5. Tex-Spice/ Medina County Shelter Workshop, Inc.

6. VRC Industries/ Austin State Supported Living
Center

Attachment B

Ed/kelvin

Sorry to bother you guys, but since I cannot attend the meeting, I wanted to let you know my feelings on Agenda Item IV, Subminimum wage. Personally, I would love to see everyone be paid at least minimum wage, but unless the state is willing to pay more for products and services this is not going to be possible.

Although the West Texas Lighthouse pays everyone at least minimum wage, I think it is necessary for CRP's that employ people with severe developmental disabilities. Many of these employees would not be able to work without the application of the Fair Labor Standards Act (FLSA) 14(c).

Eight or nine years ago we decided to stop using our 14 (c) certificate and what happened was the employees that had multiple disabilities became part time employees, their productivity was so low that we could not afford to pay them for 40hours a week. The positive note is that their take home pay was actually higher for part time work. Many of them miss the social interaction of being at the lighthouse five days a week.

National Industries for the Blind (NIB) no longer has any agencies that are paying subminimum wage and what has happened is the hours for employees with multiple disabilities has dropped and continues to drop.

In order for the state use program to continue to serve these severely disabled people, I think 14 (c) is necessary. Employment is a choice and I don't agree that 14 (c) takes advantage of anyone, when we had our certificate the minimum wage was \$5.15 and we had employees making \$9.00, as they were paid for what they produced.

I think it should be a goal to increase wages for people with disabilities, but the subminimum wage is more helpful than harmful.

Respectfully,

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