

Q8 Please enter any additional feedback you have for OPRA concerning subminimum wage certificates

Answered: 27 Skipped: 38

#	RESPONSES	DATE
1	We have went back and forth about the subminimum wage certificate and what is best for the individuals we serve. Without the ability to utilize this for some of our contracts we would not have options for some individuals to continue to gain work skills	5/2/2019 11:21 AM
2	We only employ a small amount of workers at this time.	5/2/2019 9:28 AM
3	I don't want individuals taken advantage of in any situation, but the field needs to be much more reality oriented.	5/1/2019 5:01 PM
4	I would not support relinquishing the subminimum minimum wage certificate without seeing a plan to address the possible vocational needs of those with moderate to severe cognitive and physical disabilities. Any such move in haste could severely limit future opportunities and move beyond a point of no return.	5/1/2019 1:42 PM
5	Sub-minimum wages tend to cast a negative light on programs that employ individuals with disabilities.	5/1/2019 12:40 PM
6	I caution using feedback from providers. Is OPRA advocating for individuals with disabilities? Or Providers? Or can OPRA advocate for both effectively? Very difficult on this particular issue.	5/1/2019 12:39 PM
7	There are many thousands of clients statewide who will lose the opportunity to earn even a small amount of \$ if it ends. Agencies are not able to pay minimum wage rates to clients who are very limited in their functioning as a worker. But some of those clients could work a few hours a week to earn at least a small amount of \$\$\$. The key is to make sure that agencies are being as fair as possible in setting the subminimum wage level.	5/1/2019 11:30 AM
8	We encourage movement toward integrated employment within our program and utilize the certificate to create a meaningful training program. Eliminating the certificate will limit options for a significant percentage of people receiving paid voc hab resulting in people not receiving a paycheck. They take pride in receiving a paycheck, but are not ready to move on their path.	4/30/2019 4:02 PM
9	We understand totally that change is sometimes needed but please let's not forget those who truly believes what they are contributing to is very important and meaningful to our community and themselves.	4/30/2019 6:49 AM
10	Part of the negative feeling about subminimum wage among our staff and others in the field in our area is that many individuals seem to get "stuck" in subminimum wage jobs. Often don't see any movement toward community employment.	4/29/2019 4:53 PM
11	We serve some individuals who will not be able to work in the community however they hold great pride in the small piece work jobs they have at the day program. I believe that they should be able to continue that instead of now making no money due to their limitations.	4/29/2019 3:19 PM
12	Out of approximately 60 people we serve under the certificate, only 20 are still paid at a piece rate. The other 40 people are at minimum wage or higher.	4/29/2019 3:08 PM
13	Personal opinion, OPRA members that operate day programs should be the ones completing the survey. There is no "skin in the game" for members that do not.	4/29/2019 2:38 PM
14	Our industry does not have black and white, one size fits all solutions. The ability to earn subminimum wage for some people is better than earning no money at all.	4/29/2019 1:46 PM
15	No additional infor	4/29/2019 11:25 AM
16	I support people who would like to be gainfully employed outside of our centers but the people we serve are the people that would need constant supervision in the community for personal care support and emotional support.	4/29/2019 11:23 AM

Subminimum Wage Certificate Survey

17	On page one of the fact sheet (#39) in the coverage section, I noticed the quote from the FSLA that uses the archaic naming of individuals with disabilities as the "defective". Is there any way we can act to get this changed?	4/29/2019 10:23 AM
18	At one time over 1500 individuals worked under a 14c at ARC Industries. We have made significant progress with our community employment efforts. Today less than 450 individuals are paid under our 14c. As I mentioned above, the ability to earn a paycheck is vitally important to these individuals and their families. I am fine with phasing out the 14c over a period of time. I believe two years is too short. I think a five to seven year phase out would have the least amount of disruption.	4/29/2019 10:16 AM
19	None	4/29/2019 9:58 AM
20	When properly utilized, the certificate enables providers a good tool for measuring productivity, work skills, social skills, etc. It provides a solid baseline for preparing for a community job and can be used to re-train if needed while still producing an income.	4/29/2019 9:28 AM
21	The subminimum wage allows opportunities for all individuals to work and earn money at their own speed and productivity. I am worried that if the subminimum wage is totally eradicated, then it is the individuals with disability that will be very much affected. Agencies may likely consider to change the way they provide services. Eliminating voc hab services would be likely if subminimum wage is no longer available.	4/29/2019 9:16 AM
22	Question 5 was also hard to answer as I do not like to say it's negative that we become creative and change with times to try to find other opportunities for our individuals but I feel like before taking away options for our individuals, more need to be created that they would value. There are not a lot of mid-level options for them to use to try and get ready for 100% integrated employment. Sometimes a supplement of employment is needed. There are also way to many changes going on with Voc Hab (50% rule, time limits, privatization, etc.) to also add another huge impact to our system. We already can not hire enough DSPs (or management professionals) to fill all positions, if we are making the programs hard to sustain. I feel better advocacy toward laws that create opportunities (not take them away) would help us not need the certificates. If large employers were mandated to employ people with disabilities, if better campaigns for the value of employing people with disabilities, flexibility on HR for our individuals to carve out more positions within companies, etc. Smaller areas struggle even more with finding enough places for our individuals to work - let's create more opportunity instead of taking them away. There are many rules/guidelines in place for people to use them - maybe just update laws and rules. Many individuals see value in some time of work.	4/29/2019 8:52 AM
23	If there is a desire to make our services simpler to implement and less regulated, I would be hard pressed to embrace the compliance system necessary to meet sub minimum wage certificate requirements.	4/28/2019 10:19 PM
24	I would rather see a push to stop the movement of getting individuals pushed out of Voc Hab. It is an appropriate environment for some individuals. To say it is wrong for everyone is just as wrong as saying it is right for everyone. Limiting people to a few years in Voc Hab will have an extremely negative impact on thousands of individuals across the state.	4/28/2019 9:12 PM
25	N/a	4/28/2019 7:09 PM
26	Providers need appropriate training to ensure rules are carefully followed. OPRA should maintain an employment first position and recognize 14c as addressing the needs of individuals when normative employment cannot be reasonably obtained.	4/28/2019 5:06 PM
27	None at this time. Thank you Lisa for continuing to advocate for individuals with disabilities.	4/28/2019 2:37 PM