

## Subminimum Wage Certificate Survey

### Q7 Please give a short explanation of your above response

Answered: 44 Skipped: 3

#	RESPONSES	DATE
1	We feel that 14 c allows for flexibility in scheduling and training more individuals. It allows us to clock out people when not working.	5/3/2019 10:29 AM
2	Due to the varying abilities of some of our employees, subminimum wage is necessary for us to continue employment options to gain skills for some of our individuals.	5/2/2019 11:21 AM
3	It gives flexibility for payment and business done as it has for years.	5/2/2019 11:13 AM
4	At this time we continue to pay our individuals subminimum wage which helps to off set the cost of overhead expenses.	5/2/2019 9:28 AM
5	We feel that whatever level/ job the individuals complete, they should be paid, just as anyone else would.	5/2/2019 9:03 AM
6	people with dd should be making min. wage	5/1/2019 6:06 PM
7	Trainee is a non-employee person with intellectual/developmental disabilities who is a current participant in the Vocational Services program. In order to be eligible for our Education Services program, a person must be deemed eligible for a Home and Community Based Waiver (IO Waiver, Level 1 or SELF) or receive local funding through their local County Board of Developmental Disabilities. Trainees receive intermittent supervision by trained Hattie Larlham Job Coaches for duration of services while in Vocational Program that is subsidized through I/DD waiver reimbursement.) The expected outcome of vocational habilitation is the advancement of an individual on his or her path to community employment in accordance with rule 5123:2-2-05 of the Administrative Code and the individual's achievement of competitive integrated employment in a job well-matched to the individual's interests, strengths, priorities, and abilities. Trainees are compensated for hours worked. This compensation is subsidized by the host (work-site) employer. Trainees are hired at the Ohio state minimum wage and the rate of pay is adjusted to match the state minimum wage when changes occur. The philosophy of our program is to train at a community employer and provide a realistic work experience. In keeping with this philosophy, Trainees are compensated at a minimal wage that is still consistent with the community job market, but unlikely to have a negative impact on the Trainees' personal benefits (i.e. Medicaid, Social Security, etc.).	5/1/2019 3:32 PM
8	Without knowing the full impact on those individuals who want to work but are not capable of producing enough work to merit minimum wage, I would hesitate to want to give up the special minimum wage certificate at this time.	5/1/2019 1:42 PM
9	14(c) can be a useful tool if it moves individuals into employment unfortunately the evidence nationally doesn't demonstrate that result.	5/1/2019 1:31 PM
10	Sub minimum wage is an insult and once again singles out persons with disabilities to be "sub minimum" persons. It can lead to other insults such as giving persons with disabilities "paychecks" of pennies and in some cases no money at all just "token" checks of zero dollars. I've seen this happen.	5/1/2019 12:55 PM
11	I think that each organization should have options to provide the services that work best for them.	5/1/2019 12:52 PM
12	The individuals we serve in vocational rehab at a sub-minimum wage do so by choice. There is no funding source to employ them at minimum wage or above. They are offered competitive community employment options, from which they opt out. Elimination of 14(c) would summarily eliminate their chosen option of how to spend their days in a way meaningful to them.	5/1/2019 12:43 PM
13	We maintained our 14c certificate for many years. We strategically decided not to renew our certificate and pay everyone minimum wage or above in 2016. Our stance is that workers with disabilities deserve the same minimum wage protections as workers without disabilities. We have successfully operated two businesses (Secure Document Destruction & Healthcare Laundry) for nearly 3 years while paying minimum or above.	5/1/2019 12:40 PM
14	I think providers of vocational services and sub-minimum wage have bias or money to lose, which may not reflect positive for the individual served.	5/1/2019 12:39 PM

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15	The agency has clients who can earn a small amount of money that is commensurate with their low productivity. That would not be possible if the subminimum wage certificate was eliminated. The agency has significantly reduced the use of subminimum wages and pays minimum wage to most of the clients who performed vocational tasks or are in the voc-hab category for assessing their performance.	5/1/2019 11:30 AM
16	Our organization will not be as negatively impacted by elimination of the certificate as the people we support within our voc hab program. OPRA members providing this service have significantly increased over the last year; OPRA should support views of members providing voc hab and using the certificate. We feel it is critical to provide an array of employment options to people we support. Elimination of the certificate would limit their employment options.	4/30/2019 4:02 PM
17	I believe taking the sub minimum wage away would take a choice away from the individuals we serve. I believe in promoting as many choices as possible for our individuals,	4/30/2019 1:46 PM
18	PerCo Inc. is located in a very rural section of southeastern Ohio. Please understand that we are not trying to make excuses we truly working very hard to place individuals into better paying jobs.	4/30/2019 6:49 AM
19	We have been of the thought that sub minimum wage would fade away and were not a fan of the subminimum wage however in talking to fellow providers who have held certificates and pay subminimum wage we have gained an understanding of the financial impact it would have on the providers and thus the individuals without some type of transition plan.	4/29/2019 4:53 PM
20	We currently serve 83 individuals with approximately 63 performing paid work. Of those served some do not want community employment and some cannot obtain community employment due to significant barriers. We offer a wide array of paid work regardless of productivity. The use of the subminimum wage certificate allows us to continue to provide this choice to all persons served. Earning a paycheck for work performed provides a sense of self-worth or pride in one's self regardless of their disability. Eliminating the certificate would eliminate their choice to perform such paid work.	4/29/2019 3:50 PM
21	The commensurate wage certificate ensures that those with the most needs will still be able to participate in a work environment.	4/29/2019 3:08 PM
22	The contracts do not have enough profit margin to enable the payment of minimum wage. We would either have to limit both the number of persons working and the amount of hours they could work, or lose the contracts completely.	4/29/2019 2:57 PM
23	It's the people, not the organization that will be affected. Some, who for various reasons, would not choose community employment and thereby have reduced independence due to no ability to earn money.	4/29/2019 2:38 PM
24	The subminimum wage allows a percentage of people to earn money while also feeling the pride of completed work. Without subminimum wage, certain people will only participate in adult day services and lose their ONLY earning potential and sense of pride and accomplishment. How do we expect people to become community integrated with no spending money?	4/29/2019 1:46 PM
25	Until viable alternatives for work are available for individuals currently working at sub-minimum wage, we should support use of the certificates. Elimination of the certificates at this point would simply relegate marginal individuals to day activities, which is contradictory to the Employment First philosophy and to the principle of choice (work vs. activities) for individuals served.	4/29/2019 1:27 PM
26	While we understand that the subminimum wage certificates will eventually be nonexistent, we also believe that these should be transitioned out in a time frame that allows organizations to reduce the negative impact they may experience due to abrupt changes with the subminimum wage usage.	4/29/2019 11:41 AM
27	We employ 350 people that would be considered unemployable by OOD. Each of these people would no longer have an option of earning a paycheck.	4/29/2019 11:23 AM
28	We serve a number of individuals that have been part of the systems for several decades and having the ability to earn a paycheck based upon productivity is extremely important to these individuals and families. Until the system can fund to support intensive supports such as one-on-one in community employment, I would advocate to keep the 14c as an option. Ohio needs to continue the impressive work on providing community employment for individuals that chose this option.	4/29/2019 10:16 AM
29	We do not use it and do not plan to	4/29/2019 9:58 AM
30	The 14C certificate is one mechanism that helps facilitate individuals with significant disabilities the ability to continue to have a vocational opportunity.	4/29/2019 9:52 AM

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31	It continues to be a source of income for those training their skills. Builds confidence and pride in a structured environment.	4/29/2019 9:28 AM
32	We eliminated contract work and ceased paying sub-minimum wages due to the trends across the nation and perceived pressure from DRO. Many of our clients and client families are not pleased with this situation and we have lost long time clients to another provider who pays them 2 hours of minimum wage per day of attendance to just show up. We pay minimum wages to those who are working in a dedicated position and have achieved at least 50% of competitive productivity. I would reinstate sub-minimum wages if they became the standard once again in our industry.	4/29/2019 9:27 AM
33	Majority of the individuals that we serve love the job they have at St. John's Villa. Not all of them have the skills, health/stamina and/or desire to work in the community. Others have expressed NO interest in community employment.	4/29/2019 9:16 AM
34	The 14c certificate gives providers a tool to utilize. In addition, there are many people who will be negatively financially impacted. Right or wrong, this has been their job and they do not want to try anything else or their secondary diagnosis may prevent them from being successful in a community job.	4/29/2019 9:05 AM
35	I believe OPRA should support it until other options for those that want to work but have barriers have other options available to them.	4/29/2019 8:52 AM
36	VH is about preparing a person for employment. Paying someone to produce a good while billing VH is not helping the person. We have created a safe zone that looks like employment but is not. RT returned its' certificate last year and stopped having people work while billing VH. This may be an unpopular opinion but providers need to stop fighting this and look at what the true service is about.	4/29/2019 7:59 AM
37	At this current time all employees are paid at minimum wage. To change to sub minimum wage could have an impact for those who live in the community	4/29/2019 5:48 AM
38	The resources allocated to maintain the subminimum wage certificate could be allocated to further person-centered supports and community integration.	4/29/2019 5:40 AM
39	The goal of any Voc Hab program should be competitive employment. New regulations reduce paid training to less than half of minimum wage and limits training to 2 years without prior authorization. Sub-minimum wage certificates are a tool to support employment at workshop type environments not progressive community focused competitive employment training programs.	4/28/2019 10:19 PM
40	We have been fortunate enough to be able to remain financially stable without using a 14-c for several years. However, due to the recent regulatory changes, our margins are diminishing. We have reapplied for a 14-c just in case regulations continue to negatively impact the corporation.	4/28/2019 9:12 PM
41	This facilitates a key offering for persons served, in the palate of CHOICES we maintain and offer. Removal would summarily eliminate the meaningful vocational choice available and opted into by hundreds of people whom we serve. There are not one-size-fits	4/28/2019 7:10 PM
42	I think the wage is the minimum standard for actual work performed. We don't have to pay for training exercises. Also, the piece work model encourages complacency in the sense that it allow everyone to "fit" the work on hand rather than customizing the best work to the individual served.	4/28/2019 7:09 PM
43	We once held a 14c certificate and decided to not renew. We understand that some people with IDD want to earn a paycheck, regardless of amount earned. Therefore we see the potential value this type compensation system offers. We also know that there are opportunities for misuse and over application of the 14c. If a person is able to be employed in the community they should be and the 14c should be reserved for those whose productivity will not be found acceptable to employers and therefore competitive employment will not be realized. This determination should be regularly revisited to ensure sheltered work is not provided in lieu of community employment.	4/28/2019 5:06 PM
44	The certificate is a tool we can use to help serve our individuals. The goal is to get them to minimum wage or above but not all are ready for that yet and we think it takes options away from those Individuals without being able to use the certificate	4/28/2019 2:14 PM