

Ending Subminimum Wage & Advancing CIE: Policy, Systems, and Strategy



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Meet our speakers



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Global Director of Disability
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Where States Stand on Section 14(c)

17 states have eliminated or are phasing out subminimum wage by statute

17

Eliminated by state statute

Alaska, California, Colorado, Delaware, Georgia, Hawaii, Illinois, Maine, Maryland, Nevada, New Hampshire, Oregon, Rhode Island, South Carolina, Tennessee, Virginia and Washington.

3

No active certificates

The District of Columbia, Vermont and Wyoming have no active or pending 14(c) certificates, though no statutory ban.

AK

ME

VT

NH

WA

ID

MT

ND

MN

IL

WI

MI

NY

RI

MA

OR

NV

WY

SD

IA

IN

OH

PA

NJ

CT

CA

UT

CO

NE

MO

KY

WV

VA

MD

DE

AZ

NM

KS

AR

TN

NC

SC

DC

OK

LA

MS

AL

GA

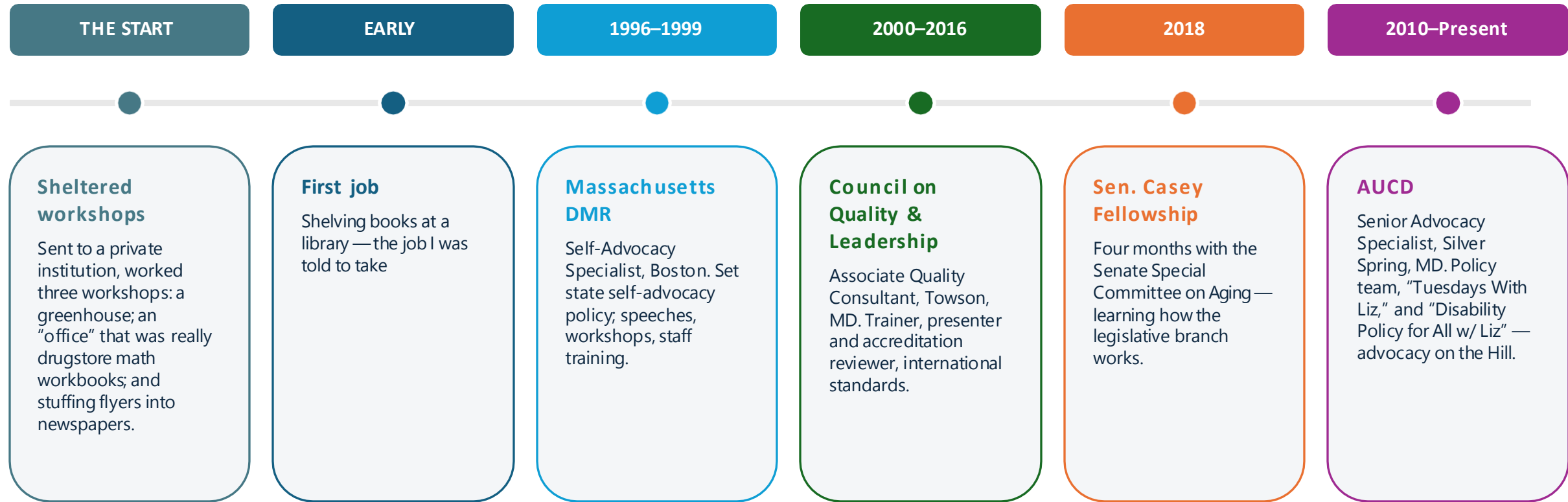
HI

TX

FL

Liz's Employment Journey

From segregated workshops to advocating on Capitol Hill



"I told my parents I wanted to be a lobbyist — they looked at me like I was crazy."

The Business Case for Ending 14(c) Certificates

- Ending 14(c) promotes wage equity for all workers.
- Inclusive workplaces attract diverse talent and drive innovation.
- Fair wage practices enhance corporate social responsibility.
- As more states move towards eliminating 14(c) certificates, companies seek to comply with new regulations and avoid potential barriers to talent



Microsoft's Journey to Ending 14(c) Certificates



Microsoft's Supplier Code of Conduct prohibits subminimum wage practices.



Over 11 years of Supportive Employment Program



Endorsed state and federal legislative to end 14 (c)



Public statement and comments in support of regulation



Microsoft

Organizations Endorsing TCIEA

Transformation to Competitive Integrated Employment Act — national advocacy, employment, and industry supporters

More than 32
endorsing organizations

Autistic Self-Advocacy Network (ASAN)	Melwood	Association of People Supporting Employment First (APSE)	National Federation of the Blind (NFB)
Association of University Centers on Disabilities (AUCD)	National Council on Independent Living (NCIL)	National Disability Rights Network (NDRN)	Microsoft
Alliance for Expanding America's Workforce	National Down Syndrome Society (NDSS)	Disability Rights Education and Defense Fund (DREDF)	Council of State Administrators of Vocational Rehabilitation (CSAVR)
CEO Commission for Disability Employment	Applied Self-Direction	Spina Bifida Association	Center for Law and Social Policy (CLASP)
National Organization on Disability	CommunicationFIRST	United Spinal Association	ANCOR
National Employment Law Project (NELP)	American Association of People with Disabilities	American Council of the Blind (ACB)	Allies for Independence
National Association of Councils of Developmental Disabilities (NACDD)	SourceAmerica	National Down Syndrome Congress (NDSC)	Muscular Dystrophy Association (MDA)
National Association of the Deaf (NAD)	Autism Society of America	Association of Programs for Rural Independent Living (APRIL)	National Industries for the Blind

Disability Policy for All with Liz



Transformation to Competitive Integrated Employment Act (TCIEA) (S. 2438/H.R. 4771)

Phase out sub-minimum wage and award grants to assist in transforming business and program models to competitive integrated employment

Introduction

Senate
7/24/2025
House
7/25/2025

Sponsor

Sens. Daines (R – MT) and Van Hollen (D-MD)
Reps. Sessions (R-TX-17) and Scott (D-VA-03)

Co-Sponsors

Senate 7
House 7

Committees

Senate HELP
House
Education and Workforce

Transformation to Competitive Integrated Employment Act

Definition and Background

- Subminimum Wage – paying workers at a lower rate than minimum wage
- 14(c) Certificates – distributed by US Dept of Labor and allow employers to pay subminimum wages to workers with disabilities
- Competitive Integrated Employment (CIE) – work that is paid at or above minimum wage, pays comparable wages to employees doing similar work, and offers the same benefits and advancement to employees with and without disabilities
- Sheltered Workshops – private, non-profit, state or local government institution that offers employment in a controlled work environment that accommodates the disabilities of the workers. They offer job skill training with the goal of better employment opportunities, however they are typically sub-minimum wage.

Every Member of Congress Who is not Yet a Co-Sponsor

House — H.R. 4771

- **On the bill: 8 members** — the sponsor plus **7 cosponsors (5 Democrats, 2 Republicans)**
- **Not yet cosponsoring (of 431 sitting members; 4 seats vacant):**
 - **Democrats: 206 of 212**
 - **Republicans: 216 of 218**
 - **Independent: 1 of 1**
 - **Total: 423 representatives**

Senate — S. 2438

- **On the bill: 8 senators** — the sponsor plus **7 cosponsors (4 Republicans, 3 Democrats)**, including Blackburn (R-TN), Daines (R-MT), and Gillibrand (D-NY)
- **Not yet cosponsoring (of 100):**
 - **Democrats: 41 of 45**
 - **Republicans: 49 of 53**
 - **Independents: 2 of 2** (both caucus with Democrats)
 - **Total: 92 senators**

What to Say: Your 6-Minute Script

Four beats that turn a hallway meeting into a cosponsor

1

THANK & INTRODUCE

🕒 1 min

"Hello, my name is [Your Name] and I live in [Your City, State]."

"Thank you for taking the time to meet with me today — I am a constituent."

2

SHARE YOUR REASON

🕒 2 min

"I'm here to ask [Member] to support and cosponsor the Transformation to Competitive Integrated Employment Act."

"Under Section 14(c), some workers with disabilities are paid less than minimum wage — many earn only a few dollars an hour."

3

EXPLAIN THE SOLUTION

🕒 2 min

"TCIEA phases out subminimum wages safely, over several years."

"It provides grants and resources so states and businesses can transition — and workers earn fair pay alongside their peers."

4

THE DIRECT ASK

🕒 1 min

"Will the [Senator / Representative] cosponsor TCIEA this session?"

Then pause. Let them answer — and thank them either way.

The Follow-Up Email: Close the Loop

Ask the staffer for the outcome — and repeat the cosponsor ask in writing

✉ **Subject: Thank you — will [Member] cosponsor TCIEA (S. 2438 / H.R. 4771)?**

Dear [Staffer Name],

Thank you for taking the time to meet with me on [date] about the Transformation to Competitive Integrated Employment Act (S. 2438 / H.R. 4771).

As we discussed, Section 14(c) still allows workers with disabilities to be paid below the minimum wage. TCIEA phases that out safely and funds the transition for states and employers — and it already has bipartisan cosponsors in both chambers.

Could you let me know where [Representative / Senator] lands on cosponsoring TCIEA, and what information would help move that decision forward?

I've attached the bill summary and the coalition's endorsement list of 32 national organizations. I'm glad to answer questions or connect you with self-advocates in [state / district].

Thank you again,

[Your Name] • [Organization] • [Phone] • [Email]

🕒 **Send within 24–48 hours**

BEFORE YOU HIT SEND

- ✓ Send within 24–48 hours, while the meeting is fresh
- ✓ Put the ask in the subject line
- ✓ Attach the bill summary + endorser list
- ✓ Offer a constituent story or a site visit
- ✓ Ask for a decision timeline — not just a thank-you
- ✓ Log the reply and follow up again in two weeks

Resources

- [Research: The labor market effects of subminimum wage elimination: Evidence from a national analysis – ScienceDirect](#)
- [TCIEAExplainer_1.pdf](#)
- [All About the Transformation to Competitive Integrated Employment Act \(TCIEA\) - Autistic Self Advocacy Network](#)

Thank you!

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AUCD's [Instagram](#) or [Facebook](#) pages to find
more Disability Policy
for All with Liz Reels.

Disability Answer Desk

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Accessibility resources

[Microsoft.com/accessibility/
resources](https://Microsoft.com/accessibility/resources)

Accessibility at Microsoft

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