

The TIME Act: An Introduction

Background

Many people with disabilities make subminimum wage. “Subminimum wage” means that someone makes less than the minimum wage. This is because of The Fair Labor Standards Act, which has been in place since 1938. It has a section called 14(c). This allows businesses to pay workers with disabilities less than the federal minimum wage, if they get permission from the Department of Labor. New Hampshire is the only state that has made this illegal.

This leaves over 450,000 people with disabilities earning less than the minimum wage. They work in places like sheltered workshops, or they don’t work and spend time in segregated day programs. This adds to high rates of poverty for people with disabilities.

Advances in vocational rehabilitation and technical assistance have helped people with disabilities work real jobs for real pay. There are more opportunities now. This means that section 14(c) of the Fair Labor Standards Act should not be in place. People with disabilities should make the same wages as people without disabilities.

Advocates want certain laws to pass to fix this. These laws will help end subminimum wages for people with disabilities. One bill is the **Transition to Integrated and Meaningful Employment Act**. It is known as the TIME Act and has a number, HR 188.

Overview of the TIME Act

The TIME Act will phase out the Fair Labor Standards Act section 14(c). The phasing out will take place over three years. Then, the section that permits subminimum wages will no longer exist. Workers with disabilities will all work for the same amount of money as everyone else.

What is Integrated and Meaningful Employment?

Integrated employment means

- Workers with disabilities work with mostly non-disabled peers.
- This is rather than working only with other people with disabilities.
- They receive the minimum wage or more.



The Autistic Self Advocacy Network seeks to advance the principles of the disability rights movement with regard to autism. ASAN believes that the goal of autism advocacy should be a world in which Autistic people enjoy the same access, rights, and opportunities as all other citizens. We work to empower Autistic people across the world to take control of our own lives and the future of our common community, and seek to organize the Autistic community to ensure our voices are heard in the national conversation about us. Nothing About Us, Without Us!

Key Parts of the TIME Act

- It would stop the Department of Labor from letting any new employers pay subminimum wage.
- Some employers already pay less than minimum wage.
- They will be able to keep paying less than minimum wage for a certain amount of time. Then they will have to pay people more.
- Private for profit groups will have one year to change.
- Public/government groups will have two years to change.
- Nonprofit groups will have three years to change.
- After three years, section 14(c) of the Fair Labor Standards Act will be gone.
- Nobody with a disability will be paid less just because of their disability.

How Can I Help?

Call or write to your House Representatives. Tell them you want to support the **Transition to Integrated and Meaningful Employment Act (HR 188)**.

You can use <http://www.house.gov/representatives/find/> to locate your Representative.