

## Calderon, Angelica

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**From:** Sean Butterfield <sean.butterfield@gmail.com>  
**Sent:** Monday, November 4, 2019 10:01 PM  
**To:** Curry, Clifton; Calderon, Angelica; Pedroza, Melani; Kohl-Welles, Jeanne; Cooper, Adam; Upthegrove, Dave; Gill, Karan  
**Cc:** Balducci, Claudia; Dembowski, Rod; Gossett, Larry; Lambert, Kathy  
**Subject:** KC Subminimum wage hearing testimony

Please forgive my and my partner's absence at tomorrow's hearing. We care deeply about this issue but have decided, in the wake of the deluge of corporate PAC money in Seattle's city council elections tomorrow, that we must devote our efforts to GOTV instead. I hope during the hearing, you will remind all participants to return their ballots!

Our testimony is quite simple. Work is work is work, and it demands the dignity of a living wage, no matter who performs it. It should be reviled by all who seek justice and fairness for a business to exploit the labor of people with disabilities for mere pennies per hour or at any rate below the MINIMUM WAGE.

We have, many times during our work in the disability community, heard the dotting mothers of adults with disabilities decry efforts to prohibit subminimum wages, and for all the reasons we're sure you'll hear tomorrow, and we do truly sympathize with them. But let us tell you also that we have hardly at all heard this objection from workers with disabilities themselves, though we imagine the business community will have rounded up a handful to testify tomorrow. The entirety of this issue will hinge on one assertion: if they have to pay PWDs a living wage, they'll have to fire them.

HOW MANY TIMES has the business community told us that paying their workers a living wage will force layoffs or bankruptcy, a threat which almost never materializes? We have no doubt that the employment of some marginal workers will be jeopardized. Labor that is genuinely less productive to the employer than the minimum wage is not profitable to employ, so business owners may layoff a handful of workers with disabilities whose labor value is marginal.

But in my experience working with PWDs training them to use adaptive and assistive technology in the workplace, the majority of underpaid and exploited workers perform their duties comparably with other employees or else they simply don't get hired, because a business will declare their accommodation an undue burden, and the worker will be unable to access or navigate the legal remedies available to them under the ADA. Subminimum wages are widely used to exploit the labor of people with disabilities, using their disability as an excuse.

ALL WORKERS are paid less than the value of their labor. That fact is inherent to capitalism. But workers with disabilities are usually paid far below the fair market value of their labor, merely because the law allows it. We must end this despicable practice. At the same time, we must rally the disability community and the county's legal resources and make them available to people with disabilities who are fired after this legislation is enacted when they are simply being denied reasonable accommodations for market-rate labor.

There will be intense rancor within certain sectors of the business community about this issue. It falls to you fair-minded community leaders to stand strong on this undeniable moral issue. Pass ordinance 2019-0422 out of committee today.

Sean Butterfield  
(former ITEC Training Program Developer at Alliance of People with disAbilities)

Charity Ranger  
(former Independent Living Specialist at Alliance of People with disAbilities)

## Calderon, Angelica

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**From:** Jessica Renner <JessicaRenner\_888@hotmail.com>  
**Sent:** Monday, November 4, 2019 1:47 PM  
**To:** Calderon, Angelica  
**Subject:** End Sub minimum wage for Public and private businesses

End Sub Minimum Wage in Public and Private Businesses Self-Advocates want to work in the real world! No one deserves to be paid less than minimum wage. We want equal pay for our work! We should educate employers about hiring people with disabilities. People should be encouraged and supported to work instead of going to day habilitation centers or sheltered workshops. Sheltered workshops are not real jobs and the wages don't pay our bills. We can work alongside everyone else. Whether in public or private businesses. We want to find jobs that highlight our strengths and talents. We need qualified job coaches that understand self-advocacy and self-determination. We can decide what kind of jobs we want to apply for. We know what jobs we will be good at and like doing. We need help with finding reliable transportation to get to our jobs. Under Centers for Medicare and Medicaid Services CMS Intended to ensure individuals receiving HCBS services under a Medicaid Waiver "have full access to the benefits of community living and the opportunity to receive services in the most integrated setting appropriate." Shelter workshops do not meet this definition. Washington State should move resources to community integrated employment now to be ready for the national change. We should increase funding for employment services. Investing in supported employment services is good for Washington. It will help people with intellectual and developmental disabilities (I/DD) get and keep jobs in the community and be contributing members of society. Washington should protect and enforce Employment First policies. Real employment in the community should be the first and preferred outcome for everyone. Washington should establish policies within our state that promote competitive integrated employment at or above minimum wage for people with all disabilities. Advocates in Washington State have been working to end Subminimum wage for people with disabilities by helping create and supporting legislation in the 2019 Washington State session. Representative Noel Frame and Senator Emily Randall introduced companion bills HB 1706 and SB 5753 to end the practice of subminimum wages for people with disabilities. The bills will remove provisions authorizing the director of Labor and Industries to issue special certificates for the employment of individuals impaired by age, physical or mental deficiency, or injury at wages lower than minimum wage. Self-advocates want to ask legislators to end sub minimum in public and private businesses

Jessica Renner

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## Calderon, Angelica

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**From:** Roger B.A. Klorese <[rogerk@rogerklorese.com](mailto:rogerk@rogerklorese.com)>  
**Sent:** Tuesday, November 5, 2019 9:07 AM  
**To:** Curry, Clifton; Calderon, Angelica; Pedroza, Melani; Kohl-Welles, Jeanne; Cooper, Adam; Upthegrove, Dave; Gill, Karan  
**Cc:** Balducci, Claudia; Dembowski, Rod; Gossett, Larry; Lambert, Kathy  
**Subject:** Ban Subminimum Wage

As a resident of King County District 2, I strongly urge you to pass [Proposed Ordinance 2019-0422](#). Disabled workers deserve to be compensated with a living wage for their work. Subminimum wage employers use the cover of "training" to inhibit the real potential for independent living that people with disabilities deserve.

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