

# Thoughts on 14(c)

## DUTIES

- Provide recommendations for modernizing the service delivery system...
- Recommend system-change strategies
- Review 14(c)

# Workforce Innovation and Opportunity Act (WIOA)

## Section 511

- “Limitations on the use of subminimum wage”  
✘ (conditions)
- “Nothing ... shall be construed to ... preference employment at subminimum wage as an acceptable vocational outcome”

# Workforce Innovation and Opportunity Act (WIOA) and 14(c) + Transition

- Limits conditions of subminimum wage for individuals 24 or younger

# Fair Labor Standards Act 14(c) (FLSA)

## VIEWPOINTS

- Needed
- Eliminate civil rights issue
- Unsure about what else to do
- Phase out over X years
  - ✗ Youth in transition
  - ✗ Current adults
- Ignore it – Distraction from the work of increasing competitive integrated employment
- Make it unnecessary

# 'Limiting 14(c)' Where is the Working Space?

## BOUNDARIES?

- Limit use – not improve use
- Nothing shall be construed to “preference” employment at subminimum wage
- Quick elimination unlikely to result in improved employment and may have unintended consequences

# DIRECTION

- Alignment with federal policy on competitive integrated employment?
- What to build up to make 14(c) unnecessary?
- Time horizon?
- Exemplars to study?

