



**For Immediate Release**

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## **Collaboration to Promote Self-Determination Enthusiastically Endorses Senate Introduction of the Transformation to Competitive, Integrated Employment Act**

The [Collaboration to Promote Self-Determination \(CPSD\)](#) enthusiastically endorses the introduction of the [Transformation to Competitive Integrated Employment Act](#) by U.S. Senators Bob Casey (D-PA) and Steve Daines (R-MT). This legislation, a companion to [a similar bill introduced earlier this year by U.S. Representatives Bobby Scott \(D-VA\) and Cathy McMorris-Rodgers \(R-WA\)](#), seeks to phase out the abhorrent exploitation of workers with disabilities and assure they have parity in fair wages for their contributions to society and the economic mainstream.

“Most people with disabilities want to work--and we deserve a fair wage for our labor,” notes Julia Bascom, Executive Director of the [Autistic Self Advocacy Network](#) and Co-Coordinator of the Collaboration to Promote Self-Determination. “Unfortunately, employment for people with disabilities continues to lag significantly compared to those without disabilities.” For too many people with disabilities, their only option is to work in segregated settings called “sheltered workshops,” where they are isolated from co-workers without disabilities and the broader society and are legally paid pennies on the dollar under Section 14(c) of the Fair Labor Standards Act (FLSA).”

The bipartisan **Transformation to Competitive Integrated Employment Act (TCIEA, S.3238)** will address barriers to employment and expand opportunities for competitive integrated employment (CIE) for people with disabilities while phasing out subminimum wage certificates under 14(c) of the FLSA over a six-year period. The TCIEA provides States, service providers, subminimum wage certificate holders, and other agencies with the resources they need to create CIE service delivery models and the inclusive wraparound services that some individuals with disabilities will need when subminimum wages are phased out. “We believe it is way past time to end the discriminatory and unfair payment of subminimum wages to people with disabilities,” argues Heather Sachs, Advocacy and Policy Director of the [National Down Syndrome Congress](#) and Co-Coordinator of the CPSD, “but it is imperative to do this in a responsible way while also increasing opportunities for competitive integrated employment (CIE). We are grateful to Senators Casey and Daines for their leadership on this important piece of legislation.”

“We know phasing out section 14(c) is only the first part of the equation in ensuring workers with disabilities receive real pay for real work,” shared Curt Decker, Executive Director of the National Disability Rights Network (a member of CPSD). “This bill will help workers previously employed under 14(c) transition into their next job that is paid at least the minimum wage and is integrated by providing dedicated resources to states and employers.”

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COLLABORATION TO PROMOTE SELF-DETERMINATION (CPSD)

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Founded in 2007, the Collaboration to Promote Self-Determination (CPSD) is a national advocacy coalition of organizations representing people with intellectual, developmental, and other disabilities and their families, disability service agencies and individuals who have come together to bring about a significant modernization of the federal adult system of services and supports for persons with disabilities. The mission of CPSD is to push for major systemic reform of the nation's disability laws and programs to advance economic security, enhance integrated community participation, and increase opportunities for people with disabilities so that they can lead self-determined lives.

**THE COLLABORATION TO PROMOTE SELF-DETERMINATION – Member Organizations**

Allies for Independence  
Applied Self-Direction  
Association of University Centers on Disabilities (AUCD)  
Association of People Supporting Employment First (APSE)  
Autism Society of America  
Autistic Self Advocacy Network  
Community Options, Inc.  
Center for Public Representation  
Marc Gold & Associates  
National Alliance for Direct Support Professionals  
National Association of State Directors of Developmental Disabilities Services  
National Disability Institute  
National Disability Rights Network  
National Down Syndrome Congress  
TASH  
Williams Syndrome Association

**CPSD Advisory Council**

David Hoppe, Dave Hoppe, President Hoppe Strategies

William. E. Kiernan, PhD

Founding Dean and Professor, School for Global Inclusion and Social Development, U. Mass Boston  
(retired)

Past President, AUCD and AAIDD

David M. Mank, Ph.D. Professor Emeritus. Indiana University

Former Chair, Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities.

Stephanie Smith Lee

Co-Chair, Inclusive Higher Education Committee

Director, Office of Special Education Programs, US Department of Education, for the George W. Bush Administration

Madeleine C. Will

Former Assistant Secretary, Office of Special Education & Rehabilitation Services, U.S. Department of Education, Reagan Administration

Former Chairperson, President's Committee for People with Intellectual Disabilities

Founder, Collaboration to Promote Self-Determination

Michael Yudin  
Former Assistant Secretary for the Office of Special Education and Rehabilitative Services, Obama Administration



Center for Public Representation



Making a world of difference  
in people's lives



National Association of State Directors of Developmental Disabilities Services

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