

# Task Force on Eliminating Subminimum Wages

## Engagement Plan Summary

### Background and Process

The Task Force on Eliminating Subminimum Wages was created by the [Minnesota legislature](#). The task force is making a plan with recommendations for what the State of Minnesota should do if laws are passed that stop the use of subminimum wages. The task force must give their plan to the legislature by February 2023.

The task force must engage and educate people who would be affected if subminimum wage ended. Public Sector Consultants (PSC) is helping the task force with engaging people, having meaningful conversations, and collecting feedback. This summary shows how PSC and its partners will reach out to people with disabilities and others who would be affected.

### Activities Required by the Legislation

- We will talk to people with disabilities who earn subminimum wage.
- We will teach people about how and why jobs are allowed to pay subminimum wage.
- We will help people with disabilities, their families, providers, and others who will be affected if subminimum wage goes away learn how to follow the plan developed by the task force.

### Goals

1. Get information from people who will be affected if subminimum wage goes away and use that information to help the task force make its plan.
2. Help people who will be affected if subminimum wage goes away tell their stories and give their opinions.
3. Collect these stories, opinions, and information about subminimum wage, to help the legislature and others make decisions about subminimum wage in the future.

## **How the Engagement Plan Was Developed**

To help the task force make the best plan possible, in spring of 2022, PSC held three meetings with some members of the task force and others interested in issues related to subminimum wage. These meetings were held to make a plan for engaging and communicating with people affected if subminimum wage goes away. We also gathered information from other states that have stopped using subminimum wages.

PSC updates the task force every month on the engagement activities that are done and those coming up. The updates help the task force understand how ending subminimum wage would affect people in Minnesota.

## **Finding People and Getting Feedback**

To make sure we get information in many ways, we will do interviews, focus groups, listening sessions, and surveys.

### **Getting Feedback**

#### **Interviews**

Interviews are a great way to get information from experts on subminimum wage and related policies. It's important to hear from people who have experience with the systems and challenges related to subminimum wage. PSC will schedule and hold up to 30 interviews and will share the questions before every interview.

#### **Focus Groups**

We will have conversations with up to 15 virtual groups. The groups will be separated by the way people relate to the issue of subminimum wage. For example, one group would include people with disabilities, another would include families, and another would include providers who pay subminimum wages (also called "14(c) certificate holders" because they hold certificates issued under section 14(c) of the Fair Labor Standards Act). Each group will have eight to ten people. PSC will work with the task force and others to schedule the groups.

#### **Listening Sessions**

These sessions are like focus groups but are open to more people. In a listening session, anyone who wants to share their story is given a specific amount of time to speak (for example, three minutes). These sessions help us get information from many different people. We will also use listening sessions to get feedback on a

recommendation or solution being considered by the task force and listen to people's reactions to that idea.

## Survey

PSC will create and send out a survey to collect information from people asking how they will be affected if subminimum wage is no longer allowed. The questions a person sees on the survey will depend on their experience with subminimum wage. For example, a person with a disability will respond to different questions than a service provider.

## Finding People to Participate

It's important to find a wide range of people to join interviews, focus groups, and to respond to the survey. A wide range of people will help us get many perspectives on the subminimum wage challenge. Some people may reach out to PSC to let us know they want to give their opinions. If you want to sign up to be included in the survey [fill out this form](#). PSC, the Department of Human Services (DHS), the task force, or others may also help identify people for their ideas.

## Action Plans

### People with Disabilities Earning Subminimum Wage

Why collect their input:

- To understand the strengths or problems of their current work situation.
- To understand what will make it hard to move to competitive integrated employment (CIE - a job in a person's community at or above minimum wage).
- To make sure people with disabilities have a say in the task force's recommendations that will affect them.
- To help us know what information needs to be communicated better.

Plan:

- Interviews (five to seven)
- Focus groups (three)
- Listening sessions (four)
- Survey (one)

## **People with Disabilities in CIE**

Why collect their input:

- To understand the strengths or problems of their current work.
- To learn what supports and services are most helpful.
- To hear their experiences with competitive employment.
- To find stories about competitive integrated employment that can be shared with others.

Plan:

- Interviews (up to three)
- Focus groups (one or two)
- Listening session(s) (four)
- Survey (one)

## **Families of People with Disabilities**

Why collect their input:

- To learn about experiences with services and supports related to their family member's work.
- To learn about what's important to them while they help their families.
- To understand what would prevent them from considering CIE and other activities for their family member.
- To let families have some say in recommendations that will affect them.
- To help us know what information needs to be communicated better.

Plan:

- Interviews (up to eight)
- Focus groups (four)
- Listening session (four)
- Survey (one)

## **14(c) Certificate Holders (Employment Service Providers Paying Subminimum Wage)**

Why collect their input:

- To learn the good and bad about paying subminimum wage and of having a 14(c) certificate.
- To learn what changes will happen if subminimum wage is no longer allowed and how it would affect their business.
- To learn what would help them if subminimum wage is no longer allowed.
- To learn what kinds of tools would help them if they get a transformation grant. These grants provide money and other resources to help service providers who have agreed to transition away from subminimum wage.

Plan:

- Interviews (seven)
- Focus groups (two or three)
- Survey (one)
- Solution session (one)

## **Employment Service Providers No Longer Using 14(c) Certificates (not paying subminimum wage)**

Why collect their input:

- To learn about why they stopped paying subminimum wages.
- To learn about their experiences as they moved away from paying subminimum wages.
- To find tools to help them communicate with people with disabilities about moving to CIE jobs.
- To find out what they have learned that can be shared with other employment service providers to help them transition away from subminimum wage if they choose, or if subminimum wage is no longer allowed.

Plan:

- Interviews (two)
- Survey (one)
- Listening session (one)

## **Advocacy Organizations That Support the Rights of People with Disabilities**

Why collect their input:

- To find out what works well and what needs to change to help support people with disabilities and their families if subminimum wage is not allowed.
- To find ways these organizations could help in the future if subminimum wage is not allowed.
- To find out what educational materials exist or need to be made.
- To give the task force ideas for recommendations about what to do if subminimum wage is not allowed.

Plan:

- Interviews (three)
- Focus groups (two)
- Survey (one)
- Listening sessions (four)

## **Federal, State, and Local Agencies**

Why collect their input:

- To find out how what policies, laws and practices need to change if subminimum wage is not allowed.
- To understand how much it will cost to support moving people toward CIE jobs, and other available supports.
- To find out how peoples' public benefits will be affected if subminimum wage is not allowed.
- To inform the task force as it makes its recommendations for a plan.

Plan:

- Survey (one)