

***THEREFORE BE IT RESOLVED***, that in order for a successful transition away from subminimum wage employment, a proposal should:

***1. Include a reasonable period of time in which a transition can be made.*** A transition away from subminimum wage will likely require significant planning, expectation-setting, and exploration by people with disabilities, their families, and their teams. It will also require administrative, structural, and programmatic changes for those providers currently supporting people with developmental disabilities in subminimum wage employment settings, regardless of whether the people affected continue working in a workshop environment at minimum wage or in competitive integrated community employment;

***2. Allow a person with developmental disabilities employed in a subminimum wage setting to continue to choose their place of employment, even if that is not in a competitive***

***community employment setting.*** While many people with disabilities benefit from community employment, others may prefer to maintain employment with their current provider. Because of this, the opportunity to remain employed in their current environment while making minimum wage assures every individual has the opportunity to choose the appropriate setting that best meets their employment needs;

***3. Include a process through appropriate state department(s) in which assistance and best practices are offered to providers transitioning to minimum wage employment, including temporary financial assistance if needed throughout the transition period;***

***4. Provide business incentives for those companies and organizations contracting with employers for services and goods to permit the payment of minimum wage for all employees, regardless of their disability status;***

***5. Support local businesses and organizations***

***to encourage the hiring of  
individuals with disabilities;***

***6. Preserve the flexibility of providers to move an  
individual with a disability in  
and out of paid work status; and***

***THEREFORE BE IT RESOLVED***, that any proposal put forth that meets the criteria listed above, as determined by the Board of Trustees of the Ohio Association of County Boards of Developmental Disabilities, shall have the full support of the Association as a priority advocacy issue, which shall make all efforts to ensure the proposal's adoption.