



**Congress of the United States**  
**House of Representatives**  
Washington, DC 20515  
February 5, 2021

The Honorable Nancy Pelosi  
Speaker of the House  
U.S. House of Representatives  
Washington, DC 20515

The Honorable Kevin McCarthy  
Republican Leader  
U.S. House of Representatives  
Washington, DC 20515

Dear Speaker Pelosi and Leader McCarthy,

I write to you today on an important issue impacting the citizens of southeastern Wisconsin and the nation. Many people are concerned about the impacts of implementing the \$15 per hour minimum wage will have on disabled workers who today have a job because of the protections and flexibilities provided by Section 14 (c) of the Fair Labor Standards Act. I urge you to take these concerns into account.

As you know, people with mental disabilities often find great benefit working in environments that cater to their unique needs. In Wisconsin we have dozens of entities that use the waivers established in Section 14 (c) to employ almost 5,000 people. I have visited several Community Rehabilitation Programs in my district including Kandu Industries in Janesville and Careers Industries in Racine and Kenosha. I can tell you that the individuals who I talked with get much more out of the job than simply a wage. They get a sense of purpose and a community that supports them. The rewards of being employed go far beyond just the employee, extending to the families of those with disabilities, the organizations they touch, and the entire surrounding community. Few things are more inspirational than seeing the pride of work that is evident in the men and women working in facilities like these.

Unfortunately, Congress appears to be racing through consideration of yet another Coronavirus relief package, which may include an increase in the minimum wage and the termination of Section 14 (c) waivers. When we have discussions on far reaching policies, we need to know what the potential impacts are. One of the unfortunate impacts of a minimum wage increase that terminates Section 14 (c) could be the destruction of job opportunities for people with disabilities. As we consider these proposals, we must maintain flexibility for these individuals, so they do not lose their jobs and the support those jobs provide.

On behalf of these working men and women and their families and advocates, I strongly urge you to fully consider the impact that a one-size-fits-all across the board policy has on every member of society. Everyone deserves a chance to have meaningful employment and feel valued.

Sincerely,

Bryan Steil  
Member of Congress