



U.S. ABILITYONE COMMISSION

February 19, 2019

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1401 S. Clark Street, Suite 715
Arlington, Virginia 22202-4149

SENT VIA E-MAIL

Mr. Norman Lorentz
Chairman of the Board
SourceAmerica
8401 Old Courthouse Road
Vienna, VA 22182

Dear Mr. Lorentz:

The imperative to end the payment of subminimum wages in the AbilityOne Program is growing in strength and momentum with every passing year. It is time to pay at least the federal minimum wage, or state minimum wage if higher, to all employees who are blind or have significant disabilities working on AbilityOne contracts.

This important topic was addressed by the Commission in its “Declaration in Support of Minimum Wage for All People Who Are Blind or Have Significant Disabilities,” issued on March 18, 2016.

Since then, the issue of 14(c) has gained a greater sense of urgency both within and outside the AbilityOne Program. The Commission, Central Nonprofit Agencies, and Nonprofit Agencies should be vigorous role models for employing people who are blind or have other significant disabilities.

To do this, we must act. We call on SourceAmerica to provide the following to the Commission:

- By the end of March 2019, provide SourceAmerica’s intent for achieving the goal of all SourceAmerica associated nonprofit agencies paying at least the federal minimum wage, or state minimum wage if higher, on AbilityOne contracts.
- By the end of April 2019, provide a strategic plan on what SourceAmerica is going to do, and when, to achieve this goal – e.g., implementation actions and milestones.
- Specifically, this strategic plan should address the steps to assist and facilitate your associated nonprofit agencies to pay all employees who have significant disabilities working on AbilityOne contracts (1) at least the federal minimum wage, or state minimum wage if higher, within three years, and (2) no less than the full prevailing wage or better within six years.



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- By the end of October 2019, provide a progress report on the implementation of the strategic plan.

- Beginning in January 2020, provide quarterly progress reports.

We recognize that some nonprofits have voluntarily moved away from the 14(c) certificates. It is also important to recognize that pursuant to the wage determination rates set in accordance with the Service Contract Act, more than half of the nonprofit agencies are paying a minimum hourly wage no less than \$10.60 plus fringe benefits. Others in the program exceed that wage, since SourceAmerica's average hourly wage is \$13.98 on service contracts.

These facts are evidence that you are positioned and capable of implementing this guidance.

Let us know how we can work with you to advance this positive and critical action. We look forward to your response.

Sincerely,

/ s /

Thomas D. Robinson
Chairperson and Presidential Appointee

cc: Senate Homeland Security and Government Affairs Committee
House Committee on Oversight and Reform
Mr. Steve Krotosky, Acting President and CEO
Mr. Robert Kelly, Commission Vice Chair and Presidential Appointee
Mr. James Kesteloot, Immediate Past Commission Chair and Presidential Appointee
Ms. Tina Ballard, Executive Director, Commission

