



Commission Calls for End to Payment of Subminimum Wages on AbilityOne Contracts at SourceAmerica Nonprofit Agencies

The U.S. AbilityOne Commission has called on SourceAmerica to lead its nonprofit agencies to eliminating payment of subminimum wages on all AbilityOne contracts within three years.

“The imperative to end the payment of subminimum wages in the AbilityOne Program is growing in strength and momentum with every passing year,” Commission Chairperson Thomas D. Robinson wrote on February 19, 2019, in a [letter](#) to SourceAmerica Chairman of the Board Norman Lorentz. “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.”

The Commission anticipates SourceAmerica will accelerate its associated nonprofit agencies’ move away from the use of 14(c) certificates. These certificates are issued by the Department of Labor. Section 14(c) of the Fair Labor Standards Act allows for the payment of subminimum wages to people with disabilities. This federal legislation, which is still in effect, was enacted in the 1930s, when it was seen as a way to improve employment prospects for people with disabilities.

In 2016, the Commission issued its [“Declaration in Support of Minimum Wage for All People Who Are Blind or Have Significant Disabilities”](#).