

## PROCLAMATION

WHEREAS, Section 458 of the Workforce Innovation and Opportunity Act amended the Rehabilitation Act of 1973 by adding Section 511, placing limitations on the payment of subminimum wages by entities holding special wage certificates under Section 14(c) of the Fair Labor Standards Act; and

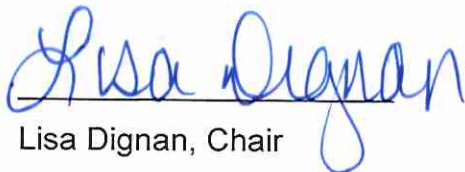
WHEREAS, the purpose of Section 511 is to ensure that individuals with disabilities have access to information and services that will enable them to achieve competitive integrated employment; and

WHEREAS, Section 511 took effect on July 22, 2016, and requires that employers holding Section 14(c) certificates must comply with all US Department of Labor 14(c) requirements; and

WHEREAS, Section 511 requires that employers holding Section 14(c) certificates must arrange for annual reviews to be completed for individuals being paid less than minimum wage, and for new employees paid less than minimum wage to receive a review within six months of becoming employed at less than minimum wage, with such reviews being completed by the appropriate state vocational rehabilitation agency; and

WHEREAS, the individual with a disability paid less than minimum wage must receive career counseling that facilitates informed choice regarding opportunities for competitive integrated employment and career advancement:

NOW, THEREFORE, the New Mexico Council for Purchasing from Persons with Disabilities, meeting in the city of Albuquerque this 10<sup>th</sup> day of April, 2019, hereby recognizes the critical need to ensure that individuals with disabilities have appropriate and timely access to information and services that will enable them to achieve competitive integrated employment; calls upon all employers in New Mexico holding Section 14(c) certificates to fully and faithfully comply with all applicable requirements of Section 511; and calls upon all employers holding Section 14(c) certificates to actively cooperate with the New Mexico Division of Vocational Rehabilitation and the New Mexico Commission for the Blind in the conducting of reviews required under Section 511.



Lisa Dignan, Chair

New Mexico Council for Purchasing from Persons with Disabilities