Fair Wages and Employment for the Physically and Mentally Disabled

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Summary: Disabled Americans have difficulties finding fair paying jobs in order to allow them to live on their own. Companies are allowed to pay their disabled workers sub-minimum wage through Special Wage certificates, which ultimately concludes that their workers are not as efficient as their non-disabled coworkers. Most who do not find jobs that pay, find themselves in work training environments that outsource their hard labor to other companies. In order to rectify this, policy changes must be made, such as the ones we suggest in this paper. To end the exploitation of these workers, we have written to our State Senator and hope that people will sign our online petition on Change.org to enact change.

Video Link: https://youtu.be/NeshgnE4eMA

The Issue: Disabled Workers are Unfairly but Legally Paid Sub-Minimum Wage

Special Needs Wage Earners (SNWE) rarely have the opportunity to pursue the “American Dream”, ie. the right to work and own property, unlike that of the average American. Although disabled people do work and are seen in the workforce, they are paid below minimum wage or are not paid at all.

Policies/Laws (JL)

The laws that pertain to SNWEs have made it easy for employers to discriminate against potential employees with disabilities. The Fair Labor Standards Act was initially set up to protect workers from being taken advantage of by their employers. However, this Act has enabled just the opposite. According to the Secretary of Labor, Special Wage Certificates allow disabled workers to be paid less than federal issued minimum wage. These Special Needs Wage Certificates are granted to companies who hire those with disabilities.

The U.S. Department of Labor requires that employers hiring disabled workers that wish to compensate them at less than federal minimum wage, that they submit a WH-226-MIS form. Along with a completed form requesting a Special Need Wage Certificate, employers must also provide documentation proving their employee does in fact have a disability. These certificates that are granted to employees usually have a two-year contract in which disabled workers are up for evaluation to determine whether they fall under the certificate’s requirements. Another program, called the School Work Experience Programs (SWEPS), has a one year evaluation period (1). There are two types of Special Needs Wage Earners. One specific type of SNWE relates to work center employees as well as patient workers. Patient workers are disabled workers who receive medical care from the same hospital in which they are employed. These individuals usually have more severe disabilities that are less likely to improve. In the case of
these SNWE, their certificates will last two years rather than the other type of SNWE’s certificates, which allows these employees to be considered annually.

The U.S. Department of Labor claims that in order for a Special Need Wage Certificate to be legitimate, an employer must ensure that their disabled employees are not surpassing their fellow nondisabled coworkers in terms of work quantity and quality. Every six months’ workers are re-evaluated to see if their compensation is appropriate for their work ethic, and every year a new wage survey is issued to gain more information on disabled workers (1). Revising an already existing certificate depends on geographical location and comparison against their nondisabled coworkers. In order to properly compare coworkers, work type and ethic must be taken into account.

Compensating the Disabled Worker (JL)
There are various ways in which companies may choose to compensate disabled workers. Incentives are seen throughout the United States giving these companies a reason to hire disabled individuals. Such programs that are set in place to aid in compensation have made limited progress. Workers are motivated by how much they are paid. Those who do not work, are not affected by this because they are not motivated to join the workforce, perhaps they have other interests that motivate them. However, for nondisabled and disabled workers, quality of job performance is proven to be correlated with compensation (2). Since the data provided relates to those already within the workforce, it would come as no surprise that these individuals would prefer to work for a reasonable salary. What many companies notice when they consider hiring disabled non-workers is an opportunity to hire at a cheaper rate. There are loopholes within certain policies and programs that allow for this to occur (such as the Special Needs Wage Certificate). Companies are allowed to pay these workers less than minimum wage, benefit from tax cuts, as well as be able to say they are disabled-friendly. If these companies choose not to hire these individuals, then they avoid the fear of legal liability. 4% of employers have been reported to fear legal liability when hiring disabled workers (3).

Some contracts, like those for certain government-related jobs, prevent workers from being paid below minimum wage. Section 6(a)(1) of the Fair Labor Standards Act says that if a worker’s contract does not specify hourly pay, then it is illegal to pay anything less than minimum wage (1). In order to be protected by a SCA contract, the employee must meet requirements that are administered by the Wage and Hour Division. In the event that an employer violates the contract, the SCA has the ability to pay underpaid workers what they actually deserve for their work. It can also eliminate any existing contracts that allow workers to be underpaid, as well as punish the employer who distributed it through government costs. Violation of the SCA can result in a three-year suspension of issuing government contracts (1). This is not only an incentive to not violate the contract, but to also ensure employees are being paid fairly amongst their other co-workers.

Job Training the Disabled Worker: The Center for Vocational Rehabilitation (CVR) (JR)
The Center for Vocational Rehabilitation is a non-profit organization that mainly focuses on providing work training for disabled persons. These disabilities can range from a mental disability such as autism, to a physical disability such as blindness. Its mission statement is as follows: “Our mission is to promote social independence, quality of life and maximum
vocational potential for all persons with special needs.” The idea of CVR is to provide an environment where people with disabilities can work to learn and hone skills on how to cope with their disability while working so they may be as productive as any able-bodied or able-minded person. At the same time, it aims to improve their mental health through social therapy. This applies to the physically disabled as much as the mentally disabled as social interaction and a sense of purpose is vital to all human beings.

CVR succeeds in collecting a group of motivated and eager disabled persons that wish only to contribute back to society and have them work alongside one another. While CVR does succeed in providing work, and arguably a sense of purpose to its employees, it does not necessarily succeed in transitioning them from training to employment. What it does not do well is transition these disabled people into the workforce. There is a Student Transition Program which is only reserved for those between the ages of 14 and 21 and only if they have ASD (Autism Spectrum Disorder), Down syndrome, or other developmental disabilities. However, their primary source of activity comes from the Adult Day Program. The Adult Program is much like the Student Transition Program, only there is the element of complacency in the former. The Student Transition Program aims to transfer employees from CVR to other privately owned companies for employment and a steady paycheck. However, when the employees become too old for the training program, they are eligible for the Adult Program. The Adult Program and the Student Transition Program differ when it comes to who funds and organizes it. The Public Education system funds and organizes the Student Transition Program. CVR funds and organizes The Adult Program. Since state regulated educational standards are no longer a factor, The Adult Program has no pressure from outside sources to make sure these disabled persons make it to the workforce. The result is that those who participate in the Adult Program seldom ever leave CVR.

CVR is intended to be a conduit that disabled people pass to enter the workforce. However, the disabled persons are trapped in a proverbial employment limbo where they cannot pass on to the next stage. In this employment limbo, the employees are called employees but not entirely treated as such; specifically, they are not compensated for their work. They are not compensated because although they are called employees by the overseeing staff at CVR, legally they are trainees. CVR is comparable to an internship that can and usually lasts a lifetime. There are disabled persons that never leave CVR employed, but keep coming back for the sense of purpose and belonging it gives them.

It is clear that disabilities range from moderate to severe and therefore must be treated accordingly. One approach that could benefit these disabled individuals before they enter a CVR program, is to evaluate what they are and are not capable of and then to capitalize on the strengths and identify the weaknesses of each disabled individual. Once a potential SWE can be categorized based on their ability to work, then a CVR program can be discussed. CVR programs rely on the expertise of psychologists in order to clear CVR workers. Likewise, psychologists should be guided to focus on each individual’s strengths and weaknesses in relation to their work ethic within the CVR program.

The work that is done at CVR by the disabled persons includes such responsibilities as organizing retail merchandise into cardboard boxes, janitorial work, and warehouse maintenance. Some of these positions involve operating heavy machinery such as forklifts which the disabled
people do, not the overseeing staff. They accomplish many tasks at the building for CVR mainly through janitorial work as the overseeing staff is strictly there for administrative and supervising purposes. It is not just CVR itself that benefits from the labor of these disabled persons, but other outside companies as well.

The companies and agencies that have been reported (5) to benefit from CVR labor include: Acu-Band, Asbury Park Press, Cosmetics Essence Inc., Ecolab, Heyco, Hoffman La Roche, It's Simply Amazing, Merrill Lynch, Mount of Olives. QVC, Ranger Industries, Relizon, Schering-Plough, Schwan, TFH, Waldman Publishing, and Waterford. There are many additional companies that benefit from the free labor that CVR offers. Like how the building that houses CVR is kept adequately clean by the disabled, so are the assortment of merchandise adequately sorted and stored by the disabled people. The tasks performed are accomplished to the same quality of that of an abled bodied person, yet the latter are deemed not worthy of compensation because they carry a disabled “label”. Adding insult to injury, the exploitation by CVR and these business clients of these individuals is not viewed as tragic, but altruistic (Asbury Park Press interview of CVR).

**Issues Facing the Special Needs Wage Earner (JR)**
The issues facing the disabled extend beyond the training. Some are fortunate enough to becoming employed by private companies, but because of the Fair Labor Standards Act of 1938, disabled persons are eligible to earn an income that is below minimum wage. Special needs wage earners do not have a minimum wage requirement for their subminimum wage. This lack of a wage floor means that in a state where minimum wage is $8.38/hour (New Jersey), a disabled person may have a wage rate of $3-$4/hour or even 3₵/hour. One organization that takes full advantage of this law and disabled persons is Goodwill.

Goodwill has been known to use pay by commission. One woman who worked for Goodwill that suffered from cerebral palsy would receive payment for each shirt she hung up on a coat rack. The total sum she would receive for each coat rack would be one penny. As a result of this low pay wage, she would earn a little over $18 when she worked over 35 hours to receive that payment (6). Goodwill was approached about this and stated bluntly, “The Certificates are issued by the U.S. Department of Labor as an intentional policy specifically designed to create vocational opportunities for people with disabilities who otherwise would not have them.” They went on to say “The reality is this program allows employers to focus on what a person with a significant disability can do, not on what they can’t.” (7) Goodwill and companies like Goodwill excessively remind the public that if they didn’t exist, disabled people wouldn’t be working in the first place, and even though say they value what their employees can do rather than what they cannot do, they assign a person who suffers from cerebral palsy to perform a task that involves fine motor skills?, a set of skills her disability hinders her from doing, and pay her on a commission none the less.

There have been solutions to alleviate this exploitation of the special needs wage earners in America. New Hampshire for example has outlawed subminimum wage within their state. Organizations called sheltered workshops are under fire from this law being passed in New Hampshire. Sheltered workshop is a term for supervised workplaces reserved for the disabled, such as Goodwill. Sheltered workshops do not necessarily prepare people with disabilities, such
as those with autism spectrum disorder, more than those that have never worked in one (8). The only difference between those with disabilities that have worked in sheltered workshops and those who have not is that the former earns significantly less than the latter.

Concerns of Employers of Special Needs Wage Earners (JS)

There are a multitude of stereotypes and stigmas that deter companies from hiring disabled people. One of the main deterrents is that hiring a disabled person puts a company at risk of a lawsuit or a formal discrimination complaint, or maybe even legal and financial risks if there is an accident or injury in said workplace (9). Studies have shown that when appropriate supports are in play, employers have very positive attitudes towards their fellow co-workers with disabilities, both intellectual and psychiatric (10). There isn’t a real issue in terms of lawsuits so long as the work environment is a positive one. That requires almost no effort on the part of the other employees and does nothing but improve the overall morale of the company and other fellow employees.

Job performance was another major issue in regards to the hiring of disabled workers. Most respondents to the survey believe that employers are worried about disabled workers not working up to the same standards as their non-disabled counterparts; that they might have problems with illness and absenteeism, or that they might not be able to perform essential job duties or other tasks that make them effective employees in their workplace, especially a demanding one (9). According to a study done by Melvyn Kettle on disabled people and accidents at work “the records were examined of all accidents reported by both able-bodied and disabled workers during 1980, giving a total of 31,407 accidents. It was found, in general, that disabled workers sustained proportionally fewer accidents than able-bodied workers,” (11) thus disproving the notion that disabled workers are more accident-prone in the workplace. Perhaps disabled workers make less hazardous decisions that an able-bodied employee would; they won’t run when they should be walking or they won’t make risky decisions at home that could jeopardize being able to work the next morning.

An ever resurfacing concern is that employers are often unaware of how to deal with and accommodate their disabled workers. Because of this, they feel that employing a disabled person will be a burden to managers, supervisors, and human resource staff; in having to learn about the disabled employer’s responsibilities with regards to the law, having to research accommodations to said employee, evaluate their benefits to the company and the costs of retaining them, and dealing with issues that may arise in the future (9). This is something that a simple, no-costs, external source can help teach employees on how to manage and provide them with the information necessary to assess and handle situations that may arise with coworkers who just happen to be disabled.

Employers often see that being forced to create ‘‘reasonable accommodations’’ at the work force as a result of hiring disabled workers as a substantial financial burden. They may also fear that they will need to make the entire workplace accessible, costing even more money than they would receive from tax incentives from hiring disabled workers. Beyond just the physical accommodations, costs concern also come into play in the form of increased premiums for health insurances, as well as worker’s compensation, as well as indirect costs such as extra supervisory time or time required to complete paperwork (9). Agreeably, this is the most concerning problem
facing the hiring of disabled workers, but given all the government incentives that are in place, as well as policy implementations that are being described, it is less than a non-issue.

**Budget Concerns for Special Wage Earners (JR)**

Disabled person's struggle with not only finding employment but achieving economic independence that they are capable of achieving granted they were to earn a decent wage. It is a problem across America but even more so in New Jersey. New Jersey has the 9th highest cost of living in the US (12). That is not taking transportation into account. Most disabled persons need to take public transportation because of their disability. The cost of living compounded with this makes it near impossible to achieve independence. A study by CNN revealed that a person with a disability earns on average $10,000 less than a person without a disability (13). Special wage earners are without being guaranteed a wage floor for their subminimum wage pay. Companies like Goodwill can pay them as low as pennies per hour for their manual labor. Granted, these special wage earners may have “Supplemental Security Income” (SSI) but the maximum amount offered in 2016 is $733 monthly which amounts to $8,796 annually (14). According to the federal guidelines, an individual who earns less than $11,880 annually is considered to be in poverty (15). Since $8,796 of that total is covered, they would need to earn an extra $3,084 on their own each year. That is on average a little under $60 every week of the year. If they are working full time (40 hours per week) and getting paid as low as 3 cents per hour, every two weeks they are earning as little as $2.40 per paycheck. At that rate, they earn the money they need weekly in a year's’ time, and that is only if they are able to receive the maximum amount of SSI. A special wage earner who is working full time would need to earn at least $1.50/hr to be able to live above the poverty line while collecting the maximum amount of SSI. That is the difficulty for those who are fortunate enough to find employment. Most do not find work that pays anything and resort to doing volunteer work just so they can leave their house. Most people with disabilities, especially cognitive disabilities, end up in residential care facilities where the 24-hour surveillance robs them of their independence and privacy.

**Incentivizing Companies to Pay (and Hire) Disabled Workers (JS)**

The hiring of disabled workers has always been a problem in employment policies. A study was done by the Organization for Economic Co-operation and Development (OECD) in countries in regards to taxation penalties and incentives for the hiring of disabled workers in both private and public firms (16). The object of the study was to incentivize companies to hire someone who is disabled per x amount of nondisabled workers depending on the size of the company. The average per company became 1 disabled employee per 25 nondisabled, or 1:25. Companies who didn’t follow the quotas were sanctioned and those who did were incentivized with tax bonuses. The table below shows the countries that were used in the study with the employment quotas for disabled workers and the sanctions imposed on them.

**TABLE 1. OECD countries with employment quotas (16)**

<table>
<thead>
<tr>
<th>County</th>
<th>Quota</th>
<th>Targeted Firms</th>
<th>Sanctions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Austria</td>
<td>4%</td>
<td>private and public employers with over 25 employees</td>
<td>€200 per month for each place not filled (0.4% of payroll)</td>
</tr>
<tr>
<td>Country</td>
<td>Percentage</td>
<td>Employer Type</td>
<td>Compensation</td>
</tr>
<tr>
<td>---------</td>
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</tr>
<tr>
<td>Belgium</td>
<td>2%-2.5%</td>
<td>only public employers</td>
<td>-</td>
</tr>
<tr>
<td>France</td>
<td>6%</td>
<td>public and private employers with over 19 employees</td>
<td>€150–250 per month (0.45%-0.75% of payroll)</td>
</tr>
<tr>
<td>Germany</td>
<td>5%</td>
<td>public and private employers with over 19 employees</td>
<td>€100–250 per month for each place not filled, depending on fulfillment (0.25%-0.65% of payroll)</td>
</tr>
<tr>
<td>Italy</td>
<td>7%</td>
<td>public and private employers with over 50 workers, one/two places for 15–35/36–50 employees</td>
<td>€1,075 per month for each place not filled (4% of payroll)</td>
</tr>
<tr>
<td>Korea</td>
<td>2%</td>
<td>public sector and private employers with over 300 employees</td>
<td>€324 per month for each place not filled (0.5% of payroll)</td>
</tr>
<tr>
<td>Poland</td>
<td>6%</td>
<td>public sector and private employers with over 50 employees</td>
<td>40.65% of average wage per month for each place not filled (2.4% of payroll)</td>
</tr>
<tr>
<td>Spain</td>
<td>2%</td>
<td>public sector and private employers with over 50 employees</td>
<td>-</td>
</tr>
</tbody>
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This study found that “firms with 25 nondisabled workers employ about 0.04 (or 12%) more disabled workers than without the tax; firms do manipulate employment of nondisabled workers but the lower bound on the employment effect of the quota remains positive; employment effects are stronger in low wage firms than in high-wage firms; and firms subject to the quota of two disabled workers or more hire 0.08 more disabled workers per additional quota job.” Increasing noncompliance taxes increase excessive disabled employment, whereas paying a bonus to firms who are over complying to this tax only slightly dampens the employment effects on said tax (17). Other options include a central budget within the business or government itself for accommodating disabled workers, so that the organizations or corporations are not financially distressed or penalized for hiring disabled workers (9).

**Economic Incentives to Employ Disabled Workers (JR)**
The current state of our economy makes it difficult to make these disabled workers to get employment as long as they are seen as less than capable at performing tasks to the standard required for the job. Even though this has proven to not only be false and that disabled employees are typically more motivated than their able-bodied or able-minded counterparts, employers will not consider this as they do not currently and have not in the past (18). Granted our society has made tremendous progress when it has come to workers’ rights in several different categories making it illegal to deny employment based on race, sex, or sexual
orientation to name a few, but the assumptions of disability and competence is something we must be pragmatic about. In order to make disabled people more appealing to hire, we must use economic incentives to have them hired.

Tax incentives exist in many different forms for companies in order to improve the experience of employees and their clientele. Installing ramps, handlebars in bathrooms, and widening doorways are some of the ways business of all kinds may earn tax deduction of up to $15,000 annually (19). There are also tax incentives for hiring the not just disabled veterans, but veterans who were not harmed during combat at all. Granted they complete the hiring program they are required to pass and they stay within the organization they are assigned, the veteran is guaranteed work and the organization is guaranteed to pay less on their taxes (20). These Special Employer Incentives can be applied to the handicap.

Just like there are accommodations made for the physically handicapped to have tax incentives, so can there be made for the mentally handicapped. Only these accommodations do not have to include physical tools or objects to make it possible for the disabled to accomplish this task. Accommodations may be a simple as a removal or partial responsibility; for instance, a person with autism spectrum disorder not be required to work a cash register but stick to stocking the shelves. This method of allocating disabled persons labor in specific niches based on what they are best at should not spark controversy as it is already practiced common in the work force, only mental capacity isn’t the factor, age is. Supermarkets hire those too young to sell alcohol to work as cashiers and are willing to have a person of age regularly take time to approve the sales the underage cashier cannot do legally. Another example is hiring someone under the age of 18 at a sandwich shop who cannot legally work the slicer. Practically, it would make more sense to hire someone who is of age and would be able to do all tasks without the assistance of others. But in reality hiring those who are still not legally independent is good for the business as they perform up to task in many other aspects of the job and good for society as a whole as they are providing work experience to those who will go on to work in other areas of employment and transfer the skills they learned from their first job(s) on to the next. The same applies to hiring the disabled.

If incentives are offered, there should be an increase in employment of disabled people. An increase in employment of disabled people will allow employers to see what research has demonstrated first hand, that these disabled workers are not only competent, but happy to be there in the first place.

Community Action: Raising Public Awareness and Garnering Support from our Legislators to Eliminate Sub-Minimum Wage Pay to Disabled Workers

We wrote a letter to Senator Bob Menendez of New Jersey suggesting that they prohibit subminimum wage pay in New Jersey. Bob Menendez is an advocate for disabled rights stating that it is not a left or a right issue, but an American issue. He is someone who would be very interested in supporting this legislation as someone who fought to ratify the Disabilities Treaty, which is an international treaty to account for disabled persons. Since New Hampshire broke the ice with their prohibition of subminimum wage, political momentum is in his favor to help introduce and pass this law. We would encourage Bob Menendez to speak with New Hampshire’s officials and begin to a strategy in eliminating subminimum wage. We would also
like to negotiate tax incentives for companies that hire disabled workers, similar to U.S. veteran tax incentives.

Letter to the Senator

Dear Senator Menendez,

We wish to reach out to you in regards to the unfair treatment of disabled Americans in the workforce. This is a topic of pivotal importance to us and this is an issue that we as Rutgers University students (and Professor) feel very passionate about. As we researched further into the topic of disabled workers, seeing the injustices that some of our fellow Americans are forced to endure without them even being aware of what is happening to them, we became even more eager to begin working on solutions to this problem. We are very passionate about this issue and we wish for there to be changes made in order to rectify this injustice made to our fellow man.

We are writing to you in the hopes that you can help with this issue as well. As we researched ways in which we could help these workers gain protective rights in the workforce, including compensation, we then recognized that your interests are aligned with our own. Our group would like to propose a suggestion that New Jersey prohibits employers from paying subminimum wage to disabled workers. New Hampshire has succeeded in prohibiting their subminimum wage. Perhaps you could get in touch with the NH legislators that were instrumental in passing such legislation. As you yourself have stated, this is an American issue. This is something that not only affects disabled workers, but their families and friends as well.

Perhaps a means for you to gain support for making the Special Need Wage Certificates unavailable to NJ employers, would be to assess the program as it stands now. Every 6 months to a year, employers are asked to evaluate their compensation for work performed by disabled workers. Has this data been analyzed, is it available for public view and has it been used to assess the program as it stands today? However, the data obtained is very likely one-sided (only asking employers to evaluate compensation for work performed). Why not get feedback from the disabled employees themselves? We think that the disabled employees should be surveyed as well using a modified survey. Below are some survey questions we developed that you/your team could revise and then distribute to the special needs wage earners in order to fully assess the Special Needs Wage Program.

Additionally, you could propose a bill that would also promote the hiring of disabled workers. Currently, there are tax incentives for corporations and employers who hire veterans and individuals released from correctional institutions. The Special Employers Incentives (SEI) program provides assistance to employers who hire veterans. A similar policy could be implemented to help disabled Americans join the workforce a lot more expediently. Such a program would incentivize employers to pay their disabled workers at least the minimum wage, while also profiting from these special incentives, resulting in a higher rate of employment and pay for disabled workers. The program for hiring the recently incarcerated is called the Work Opportunity Tax Credit (WOTC) program and it has been around since 1996 as part of the Small
Business Job Protection Act, which provides tax incentives to small businesses who hire the recently incarcerated to provide them with a job out of prison (see references below).

Thank you for your time and consideration. We are interested in your comments and thoughts about putting our suggestions into practice.

Sincerely,
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James Rodrigues jamesarod2693@gmail.com
John Carlos Soto jaysoto07087@gmail.com
Julie Fagan fagan@scarletmail.rutgers.edu

Proposed Special Needs Wage Earner Survey
1. How is your job experience so far?
   a. Do you feel like you’re being treated fairly by your co-workers?
   b. Do you feel like you’re being treated fairly by your employers?
   c. Do you feel like you’re being treated fairly by the customers, if there are any?
2. Is your job accommodating to you as a special needs worker? If so, how are they doing it?
   a. If not, how can they be more accommodating?
3. Are there any restrictions to your job? (I.e.-things you are not allowed to do, places you are not allowed to go)
4. Are you being paid for your work?
   a. If so, how much are you being paid?
5. How much do you think you should be paid for your work?
6. Are you getting any benefits from your job?
   a. If so, what benefits are you getting?


Public Awareness - Change.org Petition (JS)
Also to spread awareness about this issue, we created a petition on Change.org to end the exploitation of disabled workers in CVR. The link to the petition is here: https://www.change.org/p/u-s-senate-end-exploitation-of-disabled-employees-in-the-workplace.
This was created to get petitioners to sign in order to show that there is public support for fair wages for the disabled. The petition includes information about the law that allows the paying of sub-minimum wage to disabled persons. We would then send another letter to, not only Bob Menendez, but to all members of the U.S. Senate to get them to make changes to the existing law.

Additionally, a YouTube video was generated about the issue: https://youtu.be/NeshgnE4eMA.
The short video includes non-exploitive material showcasing young disabled children playing during buddy ball and enjoying their day, and then it transitions into the realities they face as they age. This not only brings light to an issue that not many recognize, but also hopefully touches the hearts of those who watch.

References