

TIMELINE

History

Fair Labor Standard Act (FLSA) Section 14C

1938

Fair Labor Standards Act sets a national requirement for wages & pay, including sub-minimum wage for individuals with intellectual or developmental disabilities

NO CHANGES

1998

60 YEARS

2002

VERMONT

FIRST STATE TO
PHASE OUT SUB
MINIMUM WAGE

SECOND STATE TO
PHASE OUT SUB
MINIMUM WAGE

2020

MARYLAND

2023

13 STATES & 4 PENDING

ELIMINATED THE
SUBMINIMUM WAGE FOR
DISABLED WORKERS

Raise the Wage Act (RTWA)
NATIONWIDE ELIMINATION
OF SUBMINIMUM WAGE BY 2028

2023

JULY 25 2023

Currently about 120,000 disabled
workers are employed - 50% are paid
LESS than \$3.50 an hour