



*For people with intellectual
and developmental disabilities*

The Arc

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May 19, 2026

The Honorable Tim Walberg, Chairman
Committee on Education & the Workforce
2176 Rayburn House Office Building
Washington, D.C. 20515

The Honorable Bobby Scott, Ranking Member
Committee on Education & the Workforce
2176 Rayburn House Office Building
Washington, DC 20515

Re: H.R.8736

Dear Chairman Walberg and Ranking Member Scott:

On behalf of The Arc of the United States, I write to express our opposition to H.R.8736, the Restoration of Employment Choice for Adults with Disabilities Act.

The Arc of the United States has nearly 600 state and local chapters across the United States. These chapters provide a wide range of services for people with intellectual and developmental disabilities (IDD), including individual and systems advocacy, public education, family support, systems navigation, support coordination services, employment, housing, support groups, and recreation. The Arc promotes and protects the human rights of people with IDD and actively supports their full inclusion and participation in the community throughout the lifespan.

Section 511 of the Rehabilitation Act was designed to ensure that no employee is paid subminimum wage before first being given opportunities to succeed in competitive integrated employment. It was a rejection of a mindset of low expectations. Consequently, it requires that before being eligible to be paid below minimum wage, an individual must receive pre-employment transition services, attempt to receive vocational rehabilitation services, and receive career counseling. This bill states that employers do not have to comply with such requirements as long as an employee makes a choice to work below minimum wage. Such a change is contrary to the statutory purpose of the Fair Labor Standards Act. The very reason a minimum wage was established is because the employee and employer do not have equal bargaining power in the determination of wages.

Please contact Mike Nagel (nagel@thearc.org) with any questions.

Sincerely,

Achieve with us.®

Julie Ward
Senior Executive Officer for Public Policy
The Arc of the United States