

May 20, 2026

House Education and the Workforce Committee  
2176 Rayburn House Office Building  
Washington, DC 20515-6100

Chair Walberg and Ranking Member Scott:

On behalf of the National Disability Rights Network (NDRN)\*, I write to express our opposition to the Restoration of Employment Choice for Adults with Disabilities Act (H.R. 8736). We respectfully urge the Committee to vote “no” on this legislation.

NDRN and its members, the nationwide network of Protection and Advocacy (P&A) and Client Assistance Program (CAP) agencies, have long been instrumental leaders in advancing the inclusion of people with disabilities in the workforce. In particular we have been [vocal and adamant](#) about the need to eliminate section 14(c) of the Fair Labor Standards Act, which permits employers to pay certain people with disabilities less than the applicable federal minimum wage, and to ensure full integration in the workforce.

Additionally, NDRN has documented the concerns of the P&A/CAP Network and the broader disability community regarding work performed by persons with disabilities in segregated settings, including sheltered environments, in two reports: [Segregated and Exploited](#) and [Beyond Segregated and Exploited](#). Concerns about sub-minimum wages were also well documented in the award-winning film [Bottom Dollars](#).

The evidence over the years has shown that full employment for people with disabilities is not only possible, but also an effective model when high expectations are set and individuals are provided with the supports and services needed to obtain, maintain, and advance their careers.

Section 511 of the Rehabilitation Act creates necessary safeguards against the use of subminimum wage. However, H.R. 8736 would weaken these protections. Reports, including those from the [U.S. Commission on Civil Rights](#), have repeatedly shown that 14(c) employers are not providing professional development opportunities, such as upskilling. Additionally, evidence from states that have eliminated the subminimum wage demonstrates increased, not decreased, employment rates for adults with cognitive disabilities. For example, among the eight states that ended the use of

subminimum wage prior to 2022, the [Washington Post](#) found that “employment rates for adults with cognitive disabilities increased by at least 14% after state programs were canceled, when adjusted for overall employment rate growth”.

H.R. 8736 would undo this progress by favoring a lesser option over better alternatives. We instead urge the House Education and the Workforce Committee to support the bipartisan Transformation to Competitive Integrated Employment Act (TCIEA), H.R. 4771. This bipartisan legislation would phase out the 14(c) program over 5-years while providing grants and resources to help states support both employers and employees in transitioning to fully competitive, integrated employment. This approach would be a positive step toward achieving equitable compensation and greater opportunities for advancement.

Thank you for considering our opposition to the Restoration of Employment Choice for Adults with Disabilities Act. If you have any questions, please contact Stephanie Flynt McEben, Public Policy Analyst, at [Stephanie.McEben@ndrn.org](mailto:Stephanie.McEben@ndrn.org).

Sincerely,



Marlene Sallo  
Executive Director  
National Disability Rights Network

\*NDRN is the non-profit membership association for Protection and Advocacy (P&A) and Client Assistance (CAP) agencies located in all 50 States, the District of Columbia, and the United States Territories. In addition, a P&A and CAP are affiliated with the Native American Consortium which includes the Hopi, Navajo, and San Juan Southern Paiute Nations in the Four Corners region of the Southwest.

P&A agencies are authorized under various federal statutes to provide legal representation and related advocacy services, as well as to investigate abuse and neglect of individuals with disabilities across a variety of settings. The P&A Network is the nation's largest provider of legally based advocacy services for persons with disabilities.