

VOTE YES on HB 20-1263:

Phase Out Sub-Minimum Wage Employment in Colorado

A legislative proposal to promote economic justice & enhanced self-sufficiency for people with disabilities

IMPACTS ON SUB-MINIMUM WAGE JOBS

Over the past five+ years, the number of sub-minimum wage jobs has declined significantly in Colorado. This is due to the confluence of multiple factors, including:

- Growing desire among individuals with disabilities and their families for competitive integrated employment opportunities;
- Federal and state policy shifts away from sub-minimum wage models; and
- Recognition of, and movement toward, best employment practices among disability service providers.

As these jobs have gone away, however, people with intellectual and developmental disabilities haven't necessarily transitioned to competitive integrated employment due to multiple systemic barriers to employment. That's why the bill includes provisions to prevent people from losing the opportunity to work.

HB 20-1263, as amended, is designed to ensure that people currently employed in sub-minimum wage jobs don't lose the opportunity to pursue work.

It does this by:

1. **Setting a four-year phase-out timeline** to allow enough time for policy changes and individual transitions
2. **Enhancing Medicaid waiver services** to better support employment outcomes
3. **Extending the Medicaid Buy-In program** to help people work and earn more without losing benefits
4. **Requiring the Employment First Advisory Partnership to study and make recommendations** to optimize reimbursement rates and payment methodologies for employment-related services

Each of these elements is critical to ensuring that people with intellectual and developmental disabilities can continue to pursue their employment goals. Importantly, the policy enhancements in the bill will also allow those not currently working to pursue employment if they want to.