



# IN THE CONGRESS OF THE UNITED STATES

JULY 16TH, 2020

Ms. Reed (for herself, Mr. Grahamsson, Mr. Glucio) introduced the  
following bill;

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To phaseout and repeal Section 14(c) of the Fair Labor Standards Act of 1938 that allows for  
a Subminimum Wage to be paid to Disabled Employees.

*Be it enacted by the House of Representatives of the United States of America in  
Congress Assembled,*

## **SECTION 1. SHORT TITLE.**

This Act may be cited as the Equal Pay for All Act

## **SEC. 2. DEFINITIONS.**

In this Act—

1. Subminimum Wage- A Wage allowed by certificates made available by the Department of Labor that is less than the Federal Minimum Wage.
2. Secretary- The Secretary shall refer to the Secretary of the Department of Labor.
3. Certificate- Shall refer to the Certificates allowed under Section 14(c) of the Fair Labor Standards Act of 1938 that allow for an employer to disabled employees.

## **SEC. 3. DISCONTINUATION.**

- (a) IN GENERAL.— From the passage of this act the Secretary shall hereby discontinue issuing new Special Wage Certificates under Section 14(c) of the Fair Labor Standard Act of 1938.
- (b) PHASE OUT OF EXISTING CERTIFICATES.— Within 3 years all currently existing certificates shall be revoked.

1. All certificates held currently by Private for Profit Entities shall be revoked 1 year after the passage of this act;

2. All certificates held currently by Public or Government entities shall be revoked 2 years after the passage of this act;
3. All certificates held currently by Private Non-Profit entities shall be revoked 3 years after the passage of this act.

#### **SEC. 4 REPEAL----**

Effective 3 years after the passage of this act section 14(c) of the Fair Labor Standards Act is repealed and any still remaining certificates shall be revoked.

#### **SEC. 5. ENACTMENT.**

EFFECTIVE DATE.— The provisions of this Act shall come into force immediately upon passage.

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Inspired by Fair Wages for Workers with Disabilities Act of 2013 (H.R. 831)