

DEMOCRATIC PARTY OF SACRAMENTO COUNTY
CENTRAL COMMITTEE RESOLUTION
4/12/2018 – Curtis Hall, Sacramento

RESOLUTION 2018-13

Opposing Wage Discrimination Against Disabled Individuals

WHEREAS, The American with Disabilities Act forbids discrimination in all aspects of employment, including pay, for employees with disabilities;

WHEREAS, Decades old federal and state laws provide exceptions to this protection, allowing certain non-profit programs to employ disabled individuals at rates of pay that are below the minimum wage for work which is substantially commensurate in type, quality, and quantity to that performed by non-disabled employees; and

WHEREAS, Being recognized as the only form of legally protected wage discrimination, the States of Alaska, Maryland and New Hampshire have all repealed these exceptions, requiring that all employees, regardless of disability, receive compensation that is not less than the minimum wage;

THEREFORE, BE IT RESOLVED, That the Democratic Party of Sacramento County considers the employment of disabled individuals at rates of pay below the minimum wage to be a form of wage discrimination, against the public interest, and a violation of Democratic values of fairness and inclusion.

###

Sponsors: Shaun Dillon, Zima Creason, Jason Waters, & Jeff Otter