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March 3, 2020

Dear Rise business partner:

You may have heard in the news that there is a proposed bill in the Minnesota House of Representatives to end the use of the special minimum wage. Today, federal law allows Rise to customize wages to match each person's ability and pay for productivity. This means some people we serve may be paid according to their productivity for their work and others earn a percentage of the prevailing wage based on their job.

At Rise, we believe in preserving the full range of employment choices for people with disabilities. This includes competitive, independent employment and it also includes group employment at businesses and work in our centers. For some people we serve, they may choose a work option that pays less than minimum wage.

Today, all people Rise serves are given opportunities to explore all the types of employment and to express their interests and preferences.

The current proposed bill would phase out the use of the special minimum wage in Minnesota over four years. While this bill was introduced in the House, it has not yet been introduced in the Senate. It would need to be introduced in both chambers and have had a hearing in order to move forward. Then there are many more steps between now and the end of the session before it could be passed.

In the event that the bill does pass, or a similar bill passes at some point in the future, we would be committed to working with you to determine the best plan to meet your business needs, meet the needs of the people we support to continue meaningful employment, and comply with the law.

We don't want you to be concerned and believe that there is no reason to be worried. However, if you want to discuss the issue further, we would be happy to talk with you. Please contact me at 763-783-2814 or LNoren@rise.org.

Thank you for your continued partnership.

Sincerely,

A handwritten signature in black ink that reads 'LYNN NOREN'.

Lynn Noren
Chief Executive Officer and President