**Resolution 2025-03**

**Regarding Sub-Minimum Wages in Florida**

**WHEREAS**, Florida voters, in 2020, overwhelmingly approved a ballot initiative to increase the state minimum wage to $15 per hour through a phased, six-year increase, with the final rate taking effect in 2026; and,

**WHEREAS**, the Florida Legislature passed, and Governor Ron DeSantis signed into law, **Florida Statute 413.80**, known as the Florida Employment First Act, in 2024, with the stated goal of reducing sub-minimum wages and promoting competitive, integrated employment in the state; and,

**WHEREAS**, the **National Federation of the Blind**, the premier civil rights organization of blind people in the United States, has long advocated for the full repeal of Section 14(c) of the **Fair Labor Standards Act of 1938**, a federal provision that permits employers to pay disabled workers less than the minimum wage; and,

**WHEREAS**, during the 2025 Florida Legislative Session, **Senate Bill 676** was introduced to allow employers to request that employees “volunteer” to accept wages below the prevailing state minimum wage—an effort that circumvents the clear intent of Florida voters; and,

**WHEREAS**, Senate Bill 676 also proposed reclassifying certain job roles—such as grocery clerks, food service workers, and similar positions—so they would no longer be subject to state minimum wage laws; and,

**WHEREAS**, such legislative efforts threaten to undermine fair labor practices and limit economic opportunities for people with disabilities by perpetuating sub-minimum wage employment; and,

**WHEREAS**, allowing employers to pay disabled workers less than the legal minimum wage contributes to economic hardship, reduces independence, and increases reliance on public assistance rather than fostering dignity, productivity, and self-sufficiency;

**NOW, THEREFORE, BE IT RESOLVED** by the **National Federation of the Blind of Florida**, in convention assembled this \_\_\_ day of October 2025, in the City of Altamonte Springs, Florida, that this organization **strongly opposes** and **firmly rejects** any efforts by the Florida Legislature to circumvent the will of the voters by enacting legislation that permits payment of wages below the state’s minimum wage; and,

**BE IT FURTHER RESOLVED**, that the National Federation of the Blind of Florida believes it is long overdue to end the outdated and discriminatory practice of paying disabled workers sub-minimum wages, isolating them in segregated work environments, and excluding them from full participation in competitive, integrated employment; and,

**BE IT FURTHER RESOLVED**, that this organization urges the State of Florida to immediately discontinue the issuance of **Section 14(c) certificates** to employers within the state; and,

**BE IT FURTHER RESOLVED**, that the National Federation of the Blind of Florida calls upon the Florida Legislature to work in partnership with this organization and other disability advocates to develop and implement a statewide plan to phase out sub-minimum wage employment practices and advance equal employment opportunities for all Floridians.