



How Residents Are Paid

The Baddour Center provides sheltered employment and training and operates under a special minimum wage certificate issued by the U.S. Department of Labor (DOL) according to Section 14 (c) of the Fair Labor Standards Act. This special certificate allows The Center to pay the resident an amount that is commensurate with individual ability. A commensurate wage rate is based on the resident's individual productivity, no matter how limited, in proportion to the wage and productivity of experienced workers who do not have disabilities that impact their productivity when performing the same type, quality, and quantity of work in the local or surrounding communities.

Our DOL Special Minimum Wage Certificate is posted in GoodWorks Complex I.

All wages at The Center are based upon current surveys of the same type of jobs within local industry. The Center's Human Resource Division conducts these surveys every 12 months, seeking the prevailing rates paid for similar jobs. Residents' work and production are also reviewed regularly. Residents who are paid an hourly rate are reviewed at least every six months, and rates are adjusted as appropriate.

For more information go to: www.dol.gov/elaws/esa/flsa/14c/index.htm

Employment opportunities also exist for those residents who have the work history, training and productivity level to be paid at the federal minimum wage rate or higher.

Pay checks are issued every two weeks and direct deposited into the individual's Resident Spending Account, which is used for shopping, activities or otherwise designated by the resident or their family. A copy of the paycheck stub will be mailed home in the monthly "parent packet."

New Law Regulating Sheltered Employment and a Commensurate Wage Workforce Innovation and Opportunity Act (WIOA)

Effective July 22, 2016, the Workforce Innovation and Opportunity Act (WIOA) requires employers who operate under a 14(c) certificate to review, verify, and maintain documentation regarding transition services and/or pre-employment transition services, vocational rehabilitation eligibility, and career counseling in order for the disabled individual to be paid a commensurate wage – wages commensurate with individual ability which is typically less than the minimum wage. Specific requirements are based on age. **Please see the reverse side for more information applicable to persons seeking admissions to The Baddour Center.**

Requirements Baddour Must Meet to Maintain Compliance with WIOA

Each individual under the age of 25 seeking admission/employment at The Baddour Center must submit the following documentation in order to receive employment services and be paid a commensurate wage under the special certificate. This documentation should be provided from one of two sources:

- *the school system*
- *Designated State Unit (DSU), which is typically the Vocational Rehabilitation (VR) agency in in your state*

Persons seeking Admission (25years of age and younger) must provide the following:	All persons employed at a commensurate wage (25 years of age and older)
<p>1. Documentation of Transition Services under the Individuals with Disabilities Act (IDEA) and/or pre-employment transition services under WIOA. The school system should be able to provide this documentation.</p> <p>2. Documentation from the local/state Vocational Rehabilitation Office (VR) as follows:</p> <p style="margin-left: 40px;">A. Your family member applied for VR services and was found ineligible OR</p> <p style="margin-left: 40px;">B. Your family member applied for VR services and was found eligible AND</p> <p style="margin-left: 80px;">i. Had an individualized plan for employment (IPE) AND</p> <p style="margin-left: 80px;">ii. Worked toward an IPE employment outcome for a reasonable period without success AND;</p> <p style="margin-left: 80px;">iii. The VR case was closed, And</p> <p>3. Documentation of Career counseling, including information and referrals to Federal and State programs and other resources in the individual's geographic area</p>	<p>For new admissions and all Baddour employees engaged in sheltered employment (over the age of 25); The Baddour Center is responsible for ensuring the following information is made available and documented for all its employees:</p> <ul style="list-style-type: none"> • Contact will be made by The Baddour Center with the MS Department of Rehabilitation Services to provide career counseling, information and referrals every six months during the first year of employment and annually thereafter • Contact will be made by The Baddour Center with Northwest MS ARC to provide information about self-advocacy, self-determination, and peer mentor training opportunities available in the local area every six months during the first year of employment and annually thereafter • New admissions 25 years of age and older cannot participate in the Vocational program earning a commensurate wage until the above stated information is made available to them.

Employers, workers, and other interested member of the public are encouraged to review the final rules implementing the provisions of the WIOA at the following link:

https://doleta.gov/wioa/Final_Rules_Resources.cfm.