

Subject: Health and Human Services Committee / Re: 10-10-18 Meeting, 1pm MST

Date: Monday, October 8, 2018 at 11:12:44 AM Mountain Daylight Time

From: Murray Patrick

To: deborah.armstrong@nmlegis.gov, jortizyp@msn.com, Dow, Rebecca, mark.moore@nmlegis.gov, oneillsd13@billoneillform.com, cliff.pirtle@nmlegis.gov, miguel.garcia@nmlegis.gov, gay.kernan@nmlegis.gov, lewisform@gmail.com, linda.lopez@nmlegis.gov, rodolpho.martinez@nmlegis.gov, cisco.mcsorley@nmlegis.gov, howie.morales@nmlegis.gov, marykay.papen@nmlegis.gov, nancy.rodriguez@nmlegis.gov, pat.roybalcaballero@nmlegis.gov, gregg.schmedes@nmlegis.gov, bill.soules@nmlegis.gov, liz.stefanics@nmlegis.gov, bill.tallman@nmlegis.gov, christine.trujillo@nmlegis.gov, gail@gailfornewmexico.com

The NM Legislative Health & Human Services Committee

Rep. Deborah Armstrong, Chair Sen. Gerald Ortiz y Pino, Vice Chair

Rep. Gail Armstrong, Rep. Rebecca Dow, Sen. Mark Moores, Sen. Bill O'Neill, Sen. Cliff Pirtle, Rep. Miguel Garcia, Sen. Gay Kernan, Rep. Tim Lewis, Sen. Linda Lopez, Rep. Rodolpho Martinex, Sen. Cisco McSorley, Sen. Howie Morales, Sen. Mary Kay Papen, Sen. Nancy Rodriguez, Rep. Patricia Roybal-Caballero, Rep. Nick Salazar, Rep. Gregg Schmedes, Sen. William Soules, Sen. Elizabeth Stefanics, Sen. Bill Talman, Rep. Christine Trujillo

Representatives and Senators

I know you're busy, so I'll endeavor to be brief, and informative, if I can. I will not be able to attend the committee and provide public comment. I'm writing to indicate my continued support for NM Statute 53-4-23, and continued support of DOL 14-C certification for Special Minimum Wages here in New Mexico. In the previous legislative session, debate on revocation of NM 53-4-23 [via HB 327] took place, as well as DOL 14-C exemption for employers.

NM 53-4-23 allows for sub-minimum wages for the disabled, and especially for protection of those with intellectual disabilities. That NM statute could not be clearer. DOL14-C certification provides for Special Minimum Wages for the disabled in work settings where the employers regularly complete rigorous reviews and submit detailed reports. Both of them protect the disabled, especially the intellectually disabled. Decisions by other states to disallow 14-C certification does no address the special case of a state as geographically large as NM.

Adelante Document Destruction is one employer that meets the stringent 14-C criteria, and has done so for 30 years. My daughter Caitlin is intellectually disabled and is one of their employees. Currently, both these legislative guidelines allow her to work, to earn her own meaningful wage, and more importantly, see herself as a productive valued member of a successful business. Catie is a net producer for her community. Catie's intellectual disabilities are not amenable to typical workplace modifications. Her intellectual deficits would preclude employment in a less supportive work environment. Catie has been able to earn successive raises as her performance improves. That's a powerful tool, and she's in control of it

In any reasonable scenario, mandatory minimum wages would lead to her unemployment. This past year we have worked with the NM DVR, and in accord with WIOA guidelines, to explore alternative employment, and I assure you that after legwork and interviews, Adelante remains Catie's best choice. Their ongoing supervisory training and support is exceptional. We want the best for our kids, and Adelante is an amazing company; I'd encourage any of you to tour their facilities - you will be impressed. Unequivocally.

Removing choice via well-intentioned minimum wage mandates will harm the disabled. They will lose employment. They will be a greater burden on their families. They will result in greater stress on support agencies. Those consequences are inescapable. And loss of employment will do nothing for Catie's dignity, or 'sense of self-worth,' often cited by advocates of minimum wage initiatives. NM's well-being will always be a function of its' citizen's well-

being. I respectfully request you consider these issues based on reason, rather than emotional appeals. The world will never be perfect, only as just and supportive for us all with our ongoing attention to individual needs and rights. Catie, and her fellow employees deserves that right to choose their job.

Thank you for consideration of this letter. I appreciate how busy your offices are; please no reply, other than contacting me for any additional supportive information that might assist your offices.

Best Regards
Patrick Murray

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cc: Jill Beets, VP Marketing and Communiucation Mike Kivitz, CEO