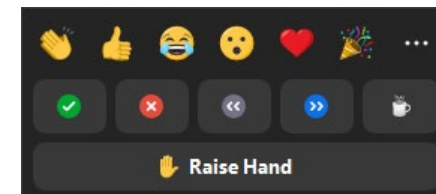
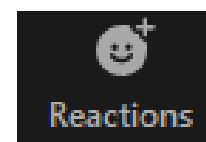
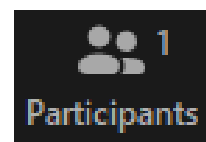
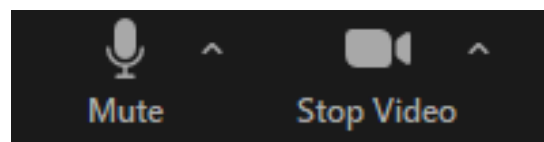


Welcome! January 10, 2023

- Welcome to the Task Force on Eliminating Subminimum Wages meeting!
- Please use this time to get settled and test the online meeting technology
- Meeting controls to be familiar with during task force meeting (located at the bottom of the screen):
 - **Mute/unmute:** Mute and unmute your microphone.
 - **Stop video/Start video:** Turns your camera on or off.
 - **Participants:** See who's currently in the meeting.
 - **Reactions (smiley face icon):** Provides ability to “raise hand” that appears on-camera.



Co-chair welcome

- Welcome to the group
- High-level overview of agenda
- Any changes to the meeting notes from the December meeting?

Meeting Agenda

- Focus of meeting today is voting to approve the task force report
- Learn about results and next steps from the DHS consultation survey for task force Duty 2
- Discuss the plans in 2023 for the task force

Task Force Voting on Report

Overall TFESW Road Map to Report Milestones

December

- December 13: Task force votes on additional recommendations
- December 13: Task force votes on whether to continue after 2024
- December 13-15: Objection form open – **no objections received**
- December 15: MAD internal review begins
- December 30: Task force receives report for second review

January

- January 3: Subject matter experts receive report for review
- January 9: Admin review committee meets to finalize edits to report
- January 10: Task force meets to approve final report
- January 13: Report to DHS/DSD for accessibility and plain language review

February

- February 15: Final report to legislature

Summary of changes to task force report

Recap of types of changes to report (changes since task force received report for review on December 30):

- Edits to engagement report sections written by Public Sector Consultants, cited in 12/30 draft report and made in the 1/9 version.
- Only one edit from a task force member: to reference county-funded services.
- The ideas added from Minnesota subject matter experts (SMEs):
 - Additional mention of support and alignment for counties, schools, and local community organizations
 - A second mention of training for leaders and managers at provider organizations
 - Reference to coaching in the context of task force recommendation on training and technical assistance

Task force discussion on report

If needed -

- Task force open discussion, comments or questions on report

Voting Overview

- Voting today is “actual voting” to approval the legislative report from the Task Force on Eliminating Subminimum Wages.
- The vote on the report is considered "final."
- If at least 12 of the 16 task force members (75% of the total membership—a supermajority) support the report, then the task force will advance the report.
- Zoom voting response options:
 - Yes, I approve the legislative report on eliminating subminimum wages
 - No, I do not approve the legislative report on eliminating subminimum wages

Legislative report from the Task Force on Eliminating Subminimum Wages

Report overview - Report outline

Executive summary

- Contains a plain language summary and cost estimates for each of the 19 recommendations
- The executive summary will become a report summary document, available around January 13 for task force members to share publicly.

The legislative Task Force on Eliminating Subminimum Wages

- Task force charge and duties
- Membership
- Meetings and topics

Subminimum wages and their use in Minnesota

- Federal emphasis on jobs in the community at minimum wage or more
- How subminimum wages work
- Subminimum wages in Minnesota
- Data and facts about subminimum wages in Minnesota
- Other states are shifting away from subminimum wages

The path to task force recommendations

- How the task force developed and approved recommendations
- Recommendations match themes from engagement activities and task force discussions
- Focus on equity

Task force recommendations: A plan to eliminate subminimum wages

- Transition plan for ending subminimum wages
- Recommendations to address barriers and strengthen the system

Task force engagement efforts

- Engagement purpose and values
- Finding the right people and getting feedback
- Common feedback topics by group
- Solutions from engagement activities

Benefits to eliminating subminimum wages in Minnesota

Barriers and challenges, including mention of costs

Barriers that the task force recommendations address

- Identifying barriers
- Important barriers
- Broad challenges for people with and without disabilities

Costs for the important transition away from subminimum wages

- Considering costs
- No estimates for specific costs

- **Comments from task force members opposed to task force recommendations or plans**
 - Include only if there are objections
- **Task force duty 2 to consult and advise on limiting the payment of subminimum wages**
- **Task force duty 3**
- **Appendices**

Task force future and next steps

Task force continuation timeframe

If Minnesota takes legislative action to phase out subminimum wages, we recommend that the Task Force on Eliminating Subminimum Wages continue beyond its scheduled expiration date of March 31, 2024, and through the transition period in order to monitor, assist, and educate during the phase out. **The task force would then conclude its duties and expire once subminimum wages have ended in the state, currently identified as August 1, 2025.**

If Minnesota does not take legislative action, we recommend that the Task Force on Eliminating Subminimum Wages end at its current expiration date of March 31, 2024.

Task Force 2023 plans

- Task force meetings in 2023 are scheduled for the second Tuesday of the month 10:00am-11:30am
- The February 14 task force meeting will be cancelled due to the co-chairs inviting task force members to Disability Advocacy Day at the capitol

Task Force Communications

- TFESW report summary available around Friday January 13
- Communications workgroup meeting on Friday January 13 to work on task force messaging management, communications, and media relations



**DEPARTMENT OF
HUMAN SERVICES**

Consultation Survey – Results and Next Steps January 10, 2023

Goals for Today

1. Share the results of initial task force consultation to DHS
2. Discuss next steps

Task Force Consultative Role

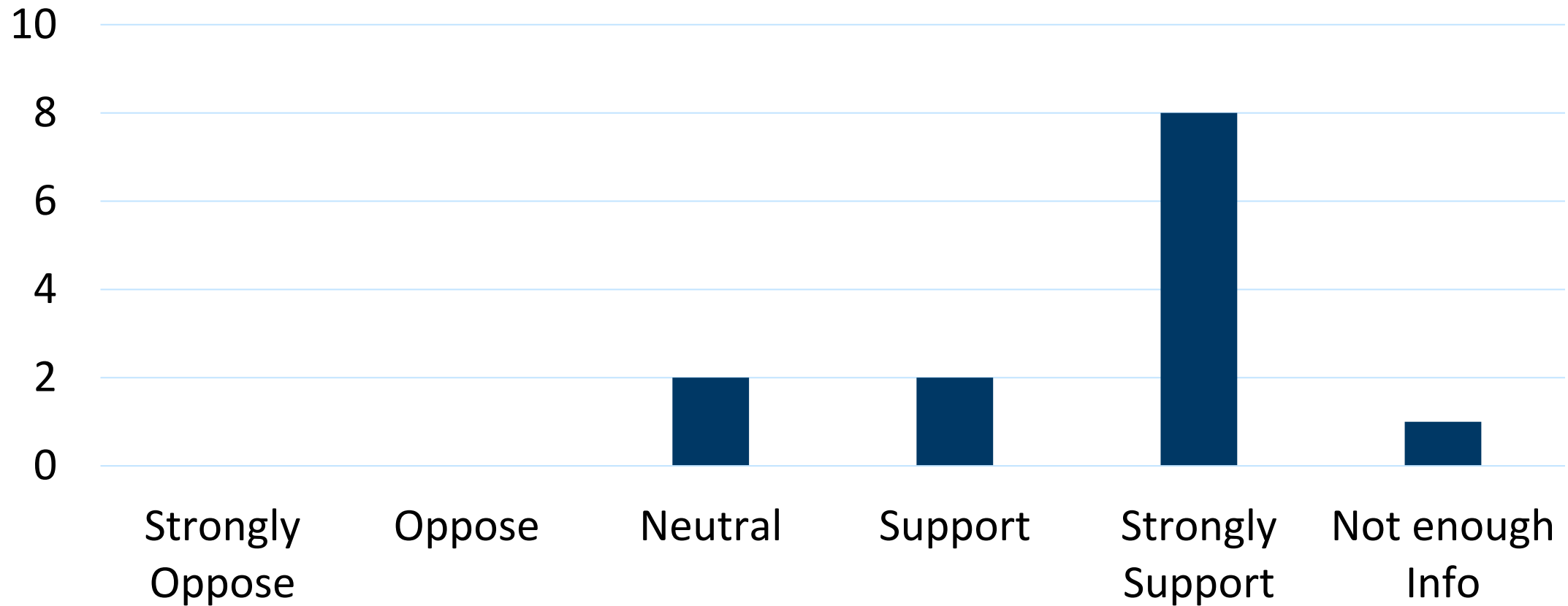
- *(2) consult with and advise the commissioner of human services on statewide plans for limiting subminimum wages in medical assistance home and community-based services waivers under Minnesota Statutes, sections 256B.092 and 256B.49*
- Subminimum wages are currently allowable under waiver employment support services and prevocational services
 - FY 2022: 4,255 paid claims for prevocational services
 - As of 10/12/22: 6,107 people authorized to receive employment support services, 1,290 (21%) authorizations at subminimum wages

Consultation #1: Employment Support Services

- DHS pursue changes to Minnesota's waiver plans to require competitive wages in any job position for which a person is receiving Employment Support Services.
 - Do you support this advice?
 - What is a good timeline for implementing?
 - How do we support people in transitioning to competitive wages instead of stopping work?
 - What are other things we should think about?

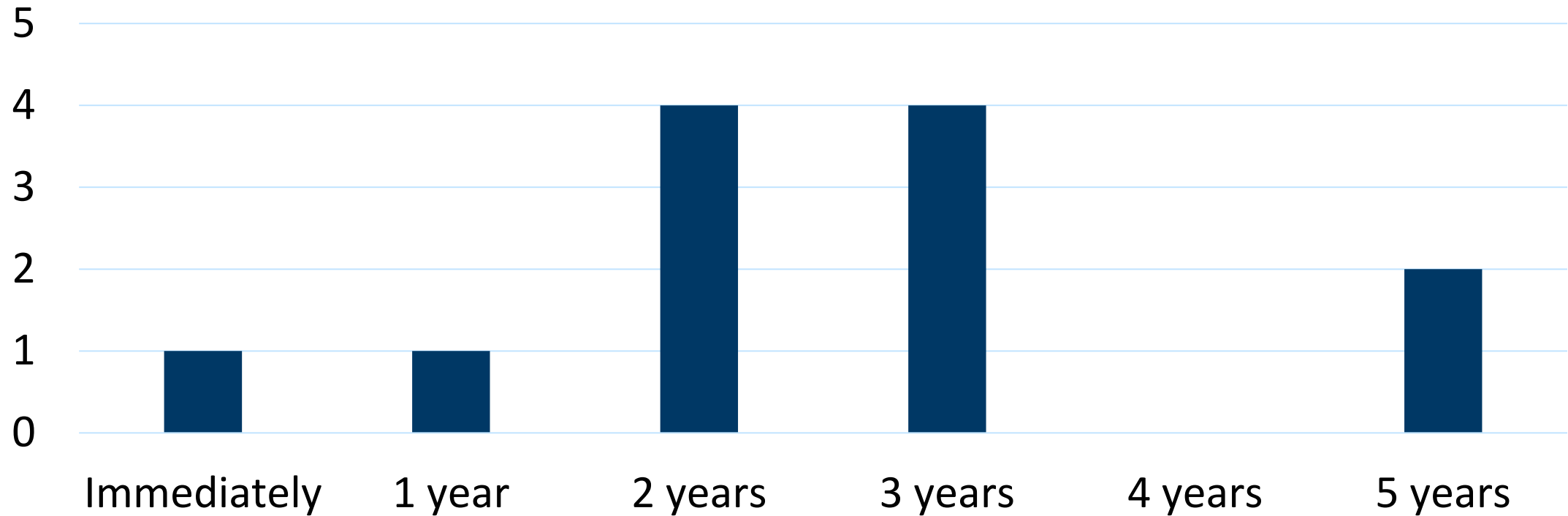
Consultation #1: Require Competitive Wages in Employment Support Services

Consultation #1: Do you support providing this consultation to DHS?



Consultation #1: Timeline

What is an appropriate timeline for phasing in a competitive wage requirement?

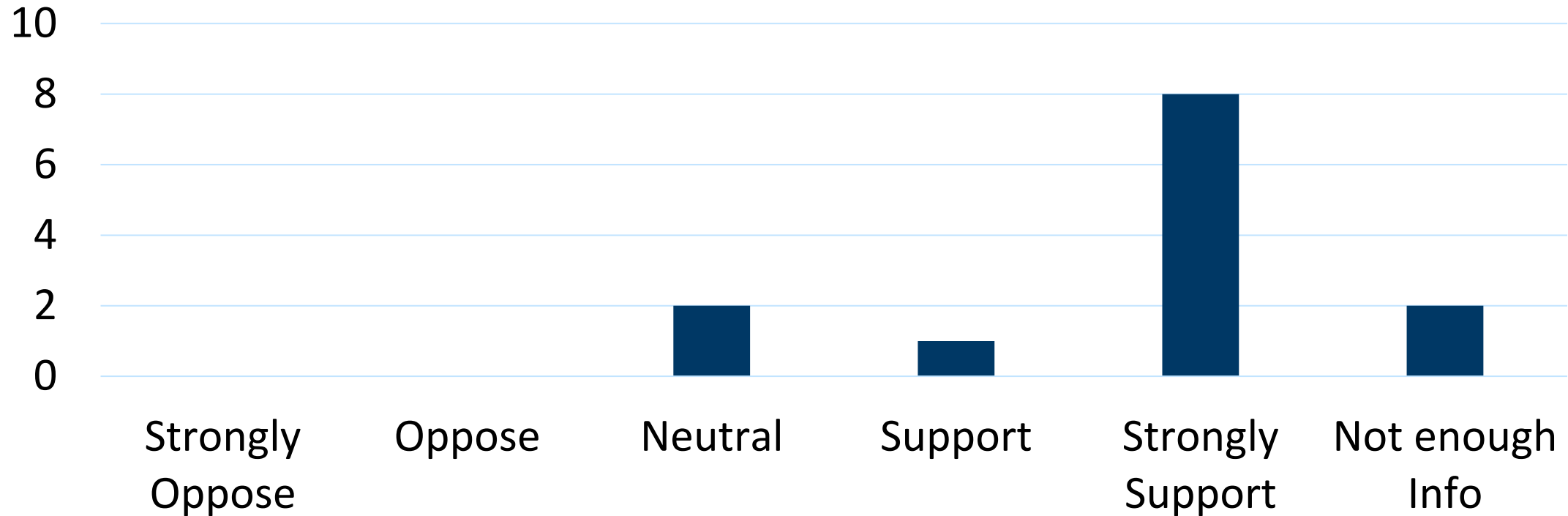


Consultation #2: Prevocational Services

- DHS pursue changes to Minnesota's waiver plans to require competitive wages for any wages earned while a person is receiving Prevocational Services.
 - Do you support this advice?
 - What is a good timeline for implementing?
 - How do we honor HCBS Settings Rule statewide transition plan tiered standards?
 - What are other things we should think about?

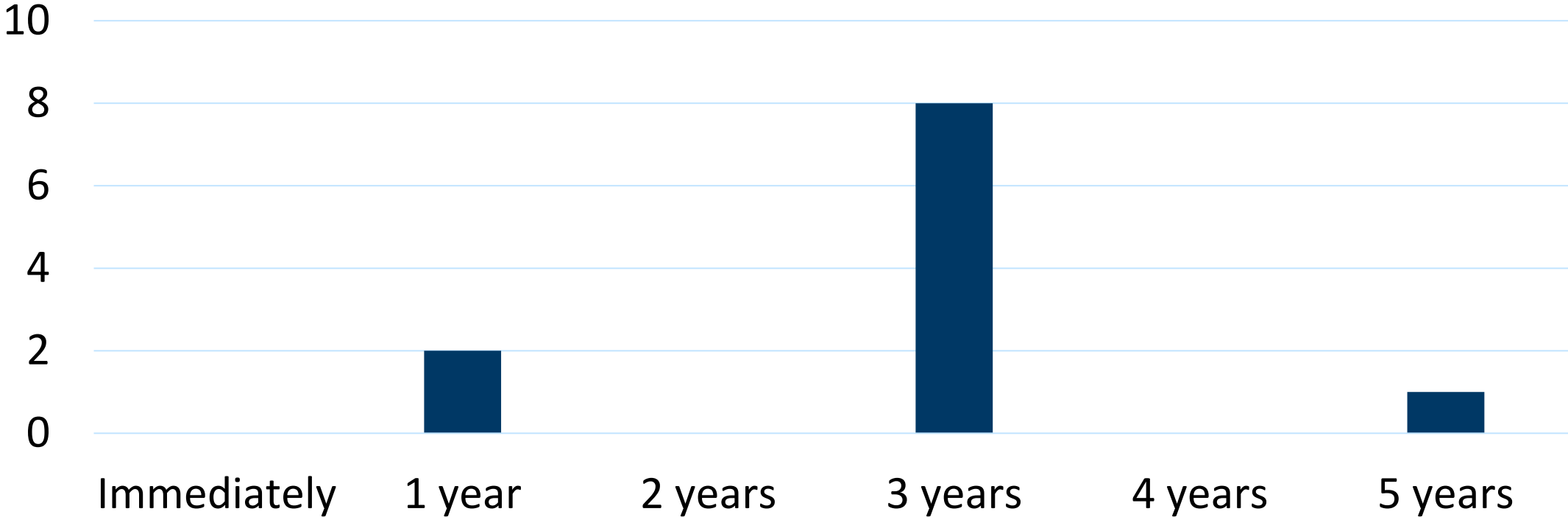
Consultation #2: Require Competitive Wages in Prevocational Services

Consultation #2: Do you support providing this consultation to DHS?



Consultation #2: Timeline

What is an appropriate timeline for phasing in a competitive wage requirement?



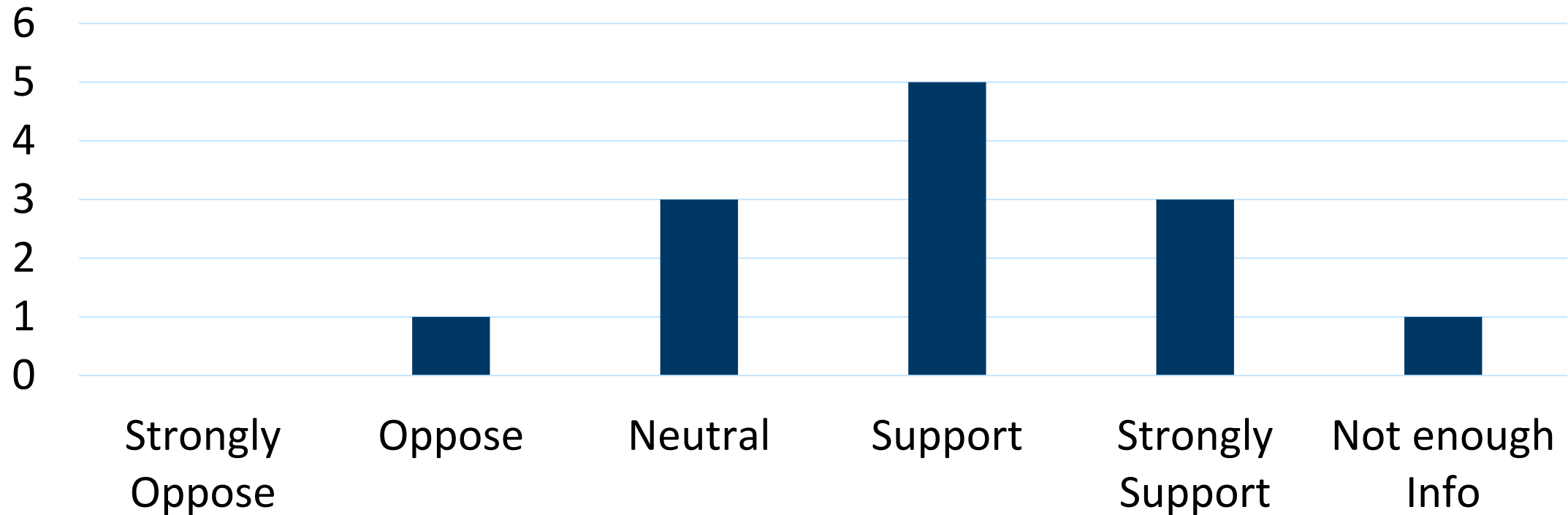
Consultation #3: Monitoring and Enforcement of Policy

Should DHS increase monitoring and enforcement of the following state waiver plan requirement:

- *waiver funds are used to reimburse providers' billing claims for providing assistive services and supports to people with disabilities. Waiver funds cannot be used as capital to:*
 - *Finance provider-owned, -controlled and -operated business enterprises*
 - *Supplement a person's wages.*

Consultation #3: Increase Monitoring Efforts

Consultation #3: Do you support providing this consultation to DHS?



- Share a document with full consultation results
- DHS using this consultation to inform our work and strategies
- Have not identified future consultation needs at this point
- Will re-engage task force as we identify consultation needs

Questions?

- **Next task force meeting:** Tuesday, March 14, 2023 (on Zoom)
- **Need information more information about the task force work groups?**
Contact Jessica Burke (Jessica.burke@state.mn.us)
- **Opportunity for member feedback:** please complete the short member feedback survey.
- **Questions between meetings?:** Contact Jessica Burke (Jessica.burke@state.mn.us)

Thank you for your time today!