

Section 511

An Easy Read Guide

Workforce
Innovation and
Opportunity Act
of 2014



The Workforce Innovation and Opportunity Act of 2014 is sometimes called WIOA for short. When people talk about WIOA, they sometimes say it like “wee-oh-ah”.

WIOA is a law in all 50 states. One part of WIOA is Section 511. When people talk about it, they usually say “section-five-eleven”.

The goal of Section 511 is to make sure that people with disabilities have a choice about getting paid less than minimum wage for their work.

Section 511 affects two groups of people

- people with disabilities who are 24 years old or younger,
- and people with disabilities who earn less than minimum wage.

If you have a job and you make minimum wage or more, Section 511 does not affect you.

Section 511 does not affect

- people who do not work,
- or people making minimum wage or more.

Section 511 and Waiver Services

A service plan lists the services you need to help you live your life.

Services in a service plan might be things like

- help with cooking and laundry,
- help on the job or help building new job skills,
- or a ride to work or other places you want to go.

Employment services may be part of your service plan. Employment services can help you find a job you like in the community or help you learn new skills to get a different job.

A waiver is one way to pay for services. Employment services can be paid for with waiver funding. Employment services offer opportunities to work at different places and learn about different kinds of jobs.

Employment services are meant to help people build their skills so they can work in the community. If your employment service includes working, you could be paid minimum wage or less than minimum wage.

Section 511 only applies if you are being paid less than minimum wage.



Minimum Wage

A wage is another word for the money you make when you work.

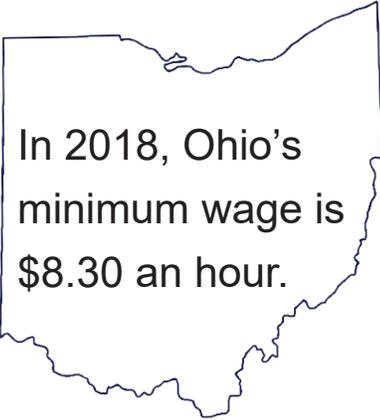
Minimum wage is the least amount of money an employer is allowed to pay someone, according to the law.

In 2018, Ohio's minimum wage is \$8.30 an hour. If an hourly wage is less than \$8.30, then it is below minimum wage.

Wages that are lower than the minimum wage are called sub-minimum wages.

There are times that employers can pay people less than minimum wage, but first they must ask for special permission from the federal government.

People might make less than minimum wage if they are paid a piece rate. A piece rate is when you are paid a certain amount for each piece or each thing that you make.



In 2018, Ohio's minimum wage is \$8.30 an hour.

Sub-minimum wage means making less than \$8.30 an hour.

My Company
123 Sample Street
Boston MA, 02109

Earning Statement

| EMPLOYEE NAME / ADDRESS | SSN | REPORTING PERIOD | PAY DATE | EMPLOYEE ID |
|---|-------------|----------------------------|------------|-------------|
| John Doe 123 Sample Street Boston MA, 02109 | xxx-xx-xxxx | 02/09/2015 - 02/09/2015 | 02/09/2015 | 12345 |

| INCOME | RATE | HOURS | CURRENT PAY | DEDUCTIONS | TOTAL | YTD TOTAL |
|----------------|-------|-------|-------------|------------------------|-------|-----------|
| GROSS EARNINGS | 12.00 | 40 | 480.00 | Statutory Deductions | 25.00 | 150.00 |
| | | | | Fica - Medicare | 25.00 | 150.00 |
| | | | | Fica - Social Security | 25.00 | 150.00 |
| | | | | Federal Tax With | 25.00 | 150.00 |
| | | | | State Tax With | 25.00 | 150.00 |

| YTD GROSS | YTD DEDUCTIONS | YTD NET PAY | TOTAL | DEDUCTIONS | NET PAY |
|-----------|----------------|-------------|-------|------------|---------|
| | | | | | |

My Company
123 Sample Street
Boston MA, 02109

PAY **386 DOLLARS AND **18** CENTS**

To the order of: John Doe
123 Sample Street
Boston MA, 02109

CHECK DATE: 02/09/2015 CHECK NUMBER: 12345

THIS IS NOT A CHECK

Direct Deposit

Non-Negotiable

When you get paid, you should get a pay stub with each check from your employer. Sometimes these are a piece of paper and sometimes they are online.

A pay stub shows how many hours you worked and how much you were paid each hour, or your hourly wage. It also shows any money that was taken out for taxes, insurance, or savings plans.

If you are not sure how to get your pay stubs, you can ask your employer.



Choosing a Job that Pays Less than Sub-Minimum Wage

If you are 24 years old or younger, and want to take a job that pays less than minimum wage, there are three things that you must do first.

1

You must take part in transition services or pre-employment transition services.

If you are in high school, then transition services can be made available to you at your school as part of your Individualized Education Program, also called an IEP.

If you have already graduated and you had transition services as part of your IEP, then OOD will ask the school for a copy of it.

Or, you can get pre-employment transition services from Opportunities for Ohioans with Disabilities, also called OOD for short.

OOD is a state agency that helps people with disabilities find jobs in the community.

Pre-employment transition services can help you move from school into work.

Some people get transition services both ways: through their school and through OOD.

Pre-employment transition services might be things like

- learning about different kinds of jobs,
- getting a job as part of a summer youth work program,
- or working on self-advocacy skills.

2

You must apply for services from OOD.

You must apply for services through OOD and

- be told you are ineligible or not able to get OOD services
- or your OOD services end without finding a job in the community.

3

You must get more information about jobs and services.

OOD must give you information about different kinds of jobs in the community that you might like. They must also give you information about other places near you that offer employment services.

Employment services are services that can help you find a job or help you build more skills for the kind of job you want.

If you are 24 years old or younger, your employer cannot pay you sub-minimum wage if you do not do these three things.

Instead, you can choose to work at a job where you make minimum wage or more. Or, you can volunteer and do things you like but not get paid.

To Keep Making Sub-Minimum Wage

If you want to stay at a job making sub-minimum wage, you must get career counseling from OOD and training information from your employer.

1

OOD will work with your employer to schedule a time for career counseling.

OOD will work with your employer to schedule a time to meet with you so that you can take part in career counseling.

Career counseling is a way to talk to someone about working in the community.

You can talk about

- what you might like or might not like about it,
- the kinds of jobs that might be available,
- the kind of training you might need,
- and other places that offer employment services.

You must take part in career counseling every six months during the first year you work for sub-minimum wage, then one time each year after that.

2

Your employer must give you information about available training.

Your employer must give you information about training you can take to learn more about self-advocacy, self-determination, and peer mentoring.

Your employer cannot give you the training. They must give you information to get the training from other places.

A self-advocate is someone who has learned to feel comfortable saying what they want or need. They have also learned how to set goals for themselves and how to make a plan to reach their goals.

Self-determination means you have the right to make choices about your own life. You can decide if you want to have someone help you make choices. Or you can decide that you do not want help making choices.

A peer mentor is someone who has a developmental disability and has learned ways to solve problems and access services in their community.

