



**Achieve Services**  
**Parents & Families Meeting**  
May 8<sup>th</sup>, 2024

Presented by Tom Weaver  
CEO – Achieve Services

# WELCOME!!

## Meeting Agenda

- Welcome & Introductions
- Update on Legislative Items
  - 14c
  - Funding
- Spring Gala Recap
  - Activities Coordinator
- 60<sup>th</sup> Anniversary Celebration
- Fall Fundraiser
- How you can get involved

# Achieve Programs



- **Community-Based Employment**

Achievers work at Medtronic, Holiday Stations, Coborn's, Infinite Campus, and many other job sites in the community.

- **On-Site Production Work**

Participants do piece work (sleeve cards, separate gaskets, shred paper, etc.) in a safe, supported environment on site at Achieve.

- **Life Enrichment**

Volunteer, recreation, educational opportunities that enhance our participants lives.

# Threats to Production Work



Many Achieve workers are hired to do work, for a variety of companies, on-site at Achieve. Unfortunately, there are “advocates” in Minnesota and around the country who are trying to eliminate this opportunity.

# Threats to Production Work

## What is Production Work?



- Piece-work performed on-site at Achieve for a variety of employment partners;
- Examples include packaging greeting cards and ink cartridges, picking foam bricks, sorting rubber gaskets, etc.;
- Wages are based on productivity: the Dept. of Labor requires that we time-study each job, and wages must be commensurate with productivity.

# Threats to Production Work

## What is Production Work? (Continued)



- The federal regulation that allows the payment of “subminimum” or “commensurate” wages is commonly referred to as “**14c.**”
- Achieve has 146 participants who do production work under 14c.



# Threats to Production Work

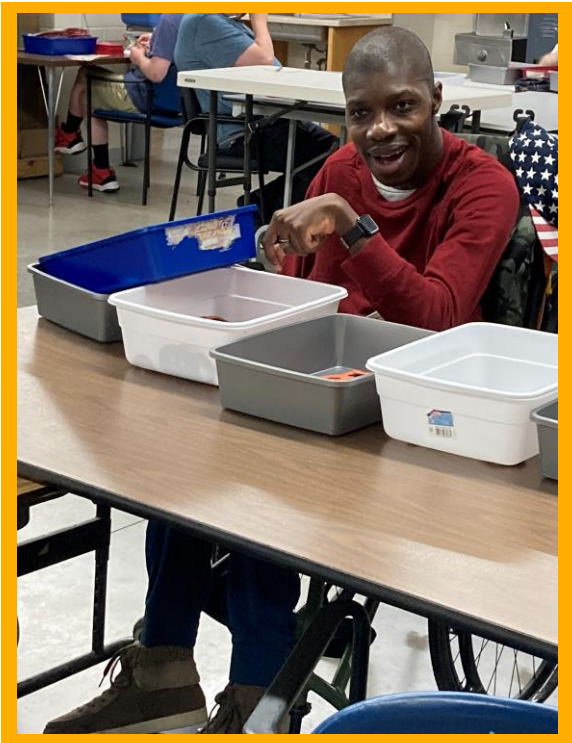
## Threat 1: DHS redefined “Day Services”



- Redefined center-based work as “pre-vocational,” and time-limited it to 3 years, with possible 1-yr extension;
- Grandfathered those doing 14c work prior to 1/11/21;
- Effectively ends production work as a long-term option.

# Threats to Production Work

## Threat 2: Attempts to Eliminate 14c Work



- Human Services Omnibus Policy Bill (SF 4399/HF 4392)
- House position: *Would Eliminate* 14c jobs
- Senate position: *Preserves* 14c jobs



# Threats to Production Work

Many **THANKS** to Sen. Hoffman, Sen. Utke, and Rep. Baker for defending 14c in the conference committee!

We won again this session, but this issue is not going away!

# The Truth About Production Work

## ACHIEVE PARTICIPANTS ALWAYS HAVE A CHOICE!



- Achieve workers have the option of seeking competitive, integrated community-based employment; or
- Performing subminimum wage work in accordance with US Dept. of Labor guidelines that ensure compensation is commensurate and fair; or
- Performing volunteer work and receiving other life-enriching services; or
- Some combination of the above.

# The Truth About Production Work

- As part of the Workforce Innovation and Opportunity Act (WIOA), the Center for Independent Living assessed over 9,900 people with I/DD in 2022, and < 10% of those surveyed said they wanted to pursue employment in a competitive integrated setting.
- That means > 90% chose production work and other life-enriching services, not competitive integrated employment.

# The Truth About Production Work

- While it's true that “commensurate” wages are sometimes less than the state's minimum wage, our more productive workers earn wages that are much higher than the minimum wage.
- Workers/families/guardians frequently *choose* center-based work because:
  - They are working in a safe, supported, well-staffed environment;
  - They enjoy working with their friends and peers;
  - They have complicated support needs and don't feel comfortable working in the community; and
  - They feel much more vulnerable out in the community

# The Truth About Production Work



- If subminimum wage work is eliminated, thousands of people with I/DD will lose their jobs – *and most will have no other employment options.*
- They will lose much more than a paycheck. They will also lose:
  - Their sense of purpose, and piece of their identity
  - An important connection to a social peer group
  - An opportunity to contribute
  - An opportunity to be valued
  - The dignity of having and performing a job

# The Truth About Production Work

- At Achieve, we believe we should all be working to provide more employment choices, not fewer; and
- We should respect and honor individual choices instead of dictating what's best for others.
- If your and/or your family member at Achieve value center-based work, please ask your legislator to **OPPOSE** any attempts to eliminate 14c jobs.



# Spring Gala Recap



- Achieve Spring Gala – April 18<sup>th</sup>
- Raised Funds to hire an Activities Coordinator
- Role will include:
  - Survey participants, identify activities of interest
  - Plan and coordinate outings
  - Coordinate volunteer support

# 60<sup>th</sup> Anniversary Celebration

**Friday, August**

**23<sup>rd</sup>**

**At Achieve**

**DJ over the lunch hour**

**More info to come!**

- Achieve was founded in 1964, and will be celebrating our 60<sup>th</sup> Anniversary this summer!
- Began as a program for children with disabilities
- Evolved into a program serving adults with disabilities
- Spun off from Anoka County in 2004
- Continue to operate as an independent non-profit, serving 170+ adults with IDD

# Fall Fundraiser



- **\*NEW LOCATION\***  
Infinite Campus in Blaine, MN
- Wednesday, October 16<sup>th</sup>
- DJ Nate will be there.
- More info to come!

# What Can YOU Do?

## Become an informed advocate



- Join A-Team MN!!
- Join the Best Life Alliance
- Share your story
- Sign up to testify
- LET YOUR VOICE BE HEARD!
- It's an election year – talk to candidates about 14c!!
- Grassroots input from FAMILIES is critical!!

# What Can YOU Do?

## Support Achieve!!



To offset the cuts in government subsidies being implemented this year, fundraising has become a top priority! You can help by:

- Contributing to Achieve
- Include Achieve in your will
- Buy/subscribe to Achieve Clean
- Join our Parents' Committee

# Resources

- Achieve’s “Advocate” web page (under Partners>Support Our Mission)  
[www.achieveservices.org/advocate](http://www.achieveservices.org/advocate)
- A-Team MN  
<https://ateamminnesota.com/>
- Who are my legislators?  
<https://www.gis.leg.mn/iMaps/districts/>
- Where can I find the language/status of bills in the legislature?  
[https://www.revisor.mn.gov/bills/status\\_search.php?body=House](https://www.revisor.mn.gov/bills/status_search.php?body=House)



# Achieve Clean Laundry Detergent

[www.achieveclean.org](http://www.achieveclean.org)



- We continue to employ Achieve participants who label and fill bottles, fulfill orders, and help with sales and marketing.
- Purchase or subscribe, or learn more at [achieveclean.org](http://achieveclean.org)
- Available tonight for \$20/bottle

# Questions?



Opportunity & Dignity for Adults with Disabilities

**[www.achieveservices.org](http://www.achieveservices.org)**  
**763-783-4909**