

The Fair Labor Standards Act provides for the employment of certain individuals at wage rates below the statutory minimum. Such individuals include student-learners (vocational education students), as well as full-time students employed in retail or service establishments, agriculture, or institutions of higher education. **Also included are individuals whose earning or productive capacities are impaired by a physical or mental disability, including those related to age or injury, for the work to be performed.** Employment at less than the minimum wage is authorized to prevent curtailment of opportunities for employment. Such employment is permitted only under certificates issued by the Wage and Hour Division.

The following employers hold certificates issued under section 14(c) of the Fair Labor Standards Act. The certificates authorize the payment of subminimum wages, wages that are less than the federal minimum wage, to workers who have disabilities that impair their productivity for the work being performed. An employer may hold more than one certificate for multiple work locations.

This list is current as of April 1, 2019. Taken from the U.S. Department of Labor, Wage and Hour Division "Certificate Holders", available at:

<https://www.dol.gov/whd/specialemloyment/>

Community Rehabilitation Programs 14(c) Certificates List as of April 1, 2019

Certificate	Employer	Address	City	Status	Workers Paid Subminimum Wage
05-01934-S-119	COMMUNITY ALTERNATIVES NEBRASKA, INC.	6400 CORNHUSKER HIGHWAY	Lincoln	Issued	62
05-14244-S-116	EASTERN NEBRASKA COMMUNITY OFFICE OF RETARDATION	EASTERN NEBRASKA HUMAN SERVICES AGENCY	Omaha	Pending	0
05-04096-S-021	ENVISIONS, INC.	619 OLSON DRIVE	Papillion	Issued	34
05-14700-S-046	INTEGRATED LIFE CHOICES, INC.	6800 Normal Blvd.	Lincoln	Pending	0
05-14389-S-014	MADONNA WORKSHOP	9205 BEDFORD AVENUE	Omaha	Issued	32
05-14147-S-144	MID-NEBRASKA INDIVIDUAL SERVICES, INC.	216 NORTH DENVER	Hastings	Pending	0
05-14385-S-037	MOSAIC	4505 133rd St.	Omaha	Issued	41
05-14402-S-031	MOSAIC	220 WEST SOUTH 21ST STREET	York	Issued	18
05-14374-S-054	MOSAIC BEATRICE CAMPUS	722 SOUTH 12TH STREET	Beatrice	Issued	97
05-01561-S-036	MOSAIC SOUTH CENTRAL	302 WEST AVENUE	Holdrege	Issued	17
05-02601-S-048	NORTH PLATTE OPPORTUNITY CENTER	501 NORTH BRYAN	North Platte	Issued	34
05-14247-S-048	REGION V SERVICES	3600 Union Drive	Lincoln	Pending	0
05-02652-S-029	SOUTH CENTRAL DEVELOPMENTAL SERVICES	821 J STREET	Cozad	Issued	17
05-02603-S-030	SOUTHWEST AREA TRAINING SERVICE	506 EAST 12TH STREET	Mc Cook	Issued	23
05-03980-S-024	VITAL SERVICES, INC.	6400 Cornhusker Hwy	Lincoln	Issued	81
TOTAL					456

Businesses That Hold Section 14(c) Certificates as of April 1, 2019

Certificate	Employer	Address	City	Status	Workers Paid Subminimum Wage
05-14474-H-022	GARDEN CAFE	11040 OAK STREET	Omaha	Issued	2
TOTAL					2

Employers of Patient Workers List as of April 1, 2019

Certificate	Employer	Address	City	Status	Workers Paid Subminimum Wage
05-14370-P-073	MOSAIC	29107 U.S. HIGHWAY 77	Beatrice	Issued	32
TOTAL					32