

## **Waterman, Robert - WHD**

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**From:** Granado, Jesus <jesus.granado@epelectric.com>  
**Sent:** Monday, October 05, 2015 3:27 PM  
**To:** WHDPRAComments  
**Cc:** Gracie Ibarra; Leticia Villalobos; Grace Arreola; Eddie Sanchez  
**Subject:** Proposed Revisions to section 14(c) Certificate / Control Number 1235-0001

### **Proposed Revisions to section 14(c) Certificate / Control Number 1235-0001**

To whom it may concern:

As Board President of Boarder TM Industries, Inc. dba Xceed Resources, I hereby wish to express my opinion and concerns to prevent the proposed State initiatives to either eliminate or reduce subminimum wages or phase out work centers.

This attempt is highly detrimental to individuals with disabilities as they have gained confidence in their lives and have demonstrated the ability to perform employment tasks that would otherwise be limited to doing nothing in their lives. The importance to being a productive individual in our society is the utmost importance to a disabled individual. Their personal achievements out weights the wages earned by them. It is not the amount of money that they earn but the greater feeling of being a productive and contributing member in our society and work force. Raising their wages to meet the minimum wage standards will adversely affect their federal and/or state benefits and will limit the amount of time a disabled individual will work to prevent exceeding their benefits. The elimination of work centers for the disabled will limit a resource for them to gain employment. While the laws of discrimination will protect disabled individual it does not however, prevent employers to not hire a disabled or intellectually challenged individual.

I therefore request that the Special Sub-Minimum Wage Certificate remain in effect to allow Work Centers to employ disabled individuals at a subminimum wage in order for them to continue providing worthwhile, productive disabled and intellectually individuals into work force in America!

Respectfully,

Mr. Jesus Granado, Board President  
Board of Trustees for Border TM Industries, dba Xceed Resources  
201 N. Clark Dr. Spc. B  
El Paso, Texas 79905  
915-494-2879