

119TH CONGRESS
2D SESSION

S. 4984

To amend the Rehabilitation Act of 1973 to ensure workplace choice and opportunity for young adults with disabilities.

IN THE SENATE OF THE UNITED STATES

JULY 15, 2026

Mr. COTTON introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To amend the Rehabilitation Act of 1973 to ensure workplace choice and opportunity for young adults with disabilities.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Restoration of Employ-
5 ment Choice for Adults with Disabilities Act”.

6 **SEC. 2. USE OF SUBMINIMUM WAGE.**

7 Section 511 of the Rehabilitation Act of 1973 (29
8 U.S.C. 794g) is amended—

9 (1) in subsection (a)—

1 (A) in the matter preceding paragraph

2 (1)—

3 (i) by striking “No” and inserting

4 “Any”;

5 (ii) by striking “24 or younger” and

6 inserting “18 or older”; and

7 (iii) by striking “unless” and inserting

8 “if”; and

9 (B) by inserting at the end the following

10 new paragraph:

11 “(3) The individual chooses to accept employ-
12 ment with such entity.”;

13 (2) in subsection (b)(2), by striking “24” and
14 inserting “17”;

15 (3) in subsection (c), by inserting at the end
16 the following new paragraph:

17 “(4) OTHER EXCEPTIONS.—The entity de-
18 scribed in subsection (a) can satisfy the require-
19 ments of paragraph (1)(A) with respect to an indi-
20 vidual, if—

21 “(A) such entity makes documented ef-
22 forts, at the intervals described in paragraph
23 (2), to contact on behalf of the individual, the
24 designated State unit for the counseling, infor-

1 mation, and referrals described in paragraph
2 (1)(A); and

3 “(B) such designated State unit fails to
4 provide such counseling, information, and refer-
5 rals after such documented efforts.”; and

6 (4) in subsection (d)(1), by inserting before the
7 period at the end the following: “and, if such indi-
8 vidual is employed by an entity described in sub-
9 section (a) at the time such documentation is made
10 pursuant to such process, to make available copies
11 of such documentation to the entity”.

12 **SEC. 3. APPLICATION.**

13 The amendments made by this Act shall apply with
14 respect to the employment of an individual on or after the
15 date of enactment of this Act.

○