



2024 Dignity in Pay Act



Step into the realm of clarity and empowerment with this comprehensive guide to the proposed Dignity in Pay Act in Illinois. Welcome to our dynamic Frequently Asked Questions (FAQ) document, designed to shed light on this vital legislation. Here, we aim to inform, educate, and empower stakeholders, offering clear guidance on the Dignity in Pay Act and its far-reaching implications. Let's navigate the path to a fairer, more equitable future for Illinoisans with disabilities together.



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1. What is subminimum wage? Is updated data on subminimum wage available?

In 1938, the Fair Labor Standards Act (FLSA) introduced Section 14(c), allowing employers to pay people with disabilities a wage lower than minimum wage for their work. This is often referred to as 14(c), subminimum wage or piece rate.

The original purpose of subminimum wage was to provide training for wounded veterans to transition to better-paying jobs. However, subminimum wage, rooted in ableism, has failed to fulfill its goals, with only 5% of workers transitioning to competitive integrated employment without other supports. Over time, "sheltered workshops" shifted from serving veterans to warehousing those with intellectual and developmental disabilities (I/DD), with 90% of Section 14(c) workers having I/DD.

According to a recent January 2023 report from the [U.S. Government Accountability Office's](#) January 2023 Report to Congressional Requesters, today, the majority of sheltered workshops (51%) pay workers with disabilities less than \$3.50 per hour. Only 14% of Section 14(c) workers earn at or above the federal minimum wage, and those who are earning more are engaged in different types and locations of work. Higher wages tend to be offsite with the support of job coaches (50%), paid hourly (74%), and in states where the minimum wage is higher than the federal minimum wage (87%). Lower-wage workers tend to be found in congregate settings (61%) where individuals are paid subminimum wage (81%).

2. Why is it wrong to pay people with disabilities subminimum wage?



This outdated policy inhibits progress and innovation, preventing effective approaches to supporting workers with disabilities.



Subminimum wage for people with disabilities perpetuates discrimination by devaluing their work based solely on their disability status, reinforcing the harmful notion that they are inherently worth less than those without disabilities.



This practice not only undermines their dignity and self-worth but also contributes to economic inequality and marginalization.



Subminimum wage perpetuates systemic discrimination and limits opportunities for skill development, career advancement, and economic independence.



This exploitation denies people with disabilities fair compensation and perpetuates ableism within society, further exacerbating disparities in employment and financial security.



Over time, subminimum wage has evolved into a tool for employers to exploit individuals with disabilities without providing avenues for meaningful employment or fair compensation at the minimum wage.

Subminimum wage payment for many has become “their ceiling”, when they deserve the sky! Meaning, many individuals are confined to earning subminimum wages, despite deserving the opportunity to earn wages that reflect their true value and potential.

In summary, paying subminimum wage to people with disabilities is:

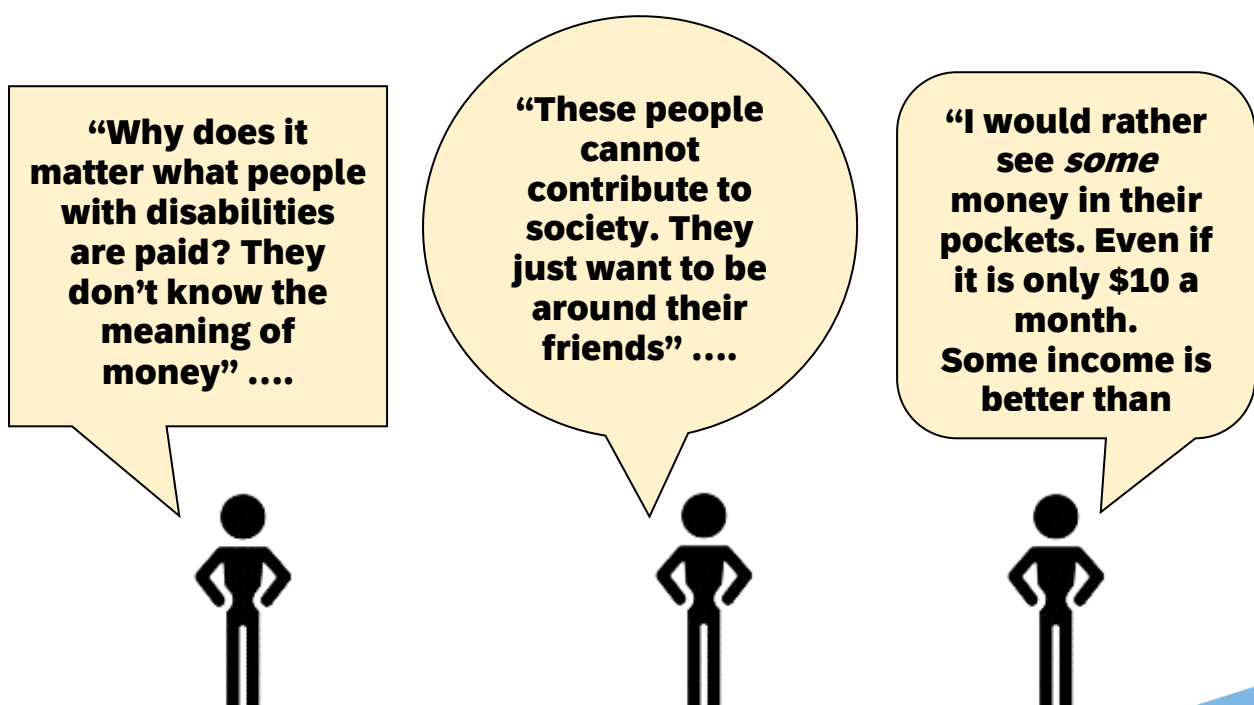
- Discriminatory
- Ableist
- Oppressive
- Marginalizing
- Exploitative
- Dehumanizing
- Disempowering
- Inequitable
- Unjust
- Prejudicial
- Stigmatizing
- Limiting
- Disadvantaging
- Outdated policy

3. What misconceptions surround the employment capabilities and earning potential of individuals with disabilities, and what are the underlying reasons for these misconceptions?

Misconceptions surrounding the employment capabilities and earning potential of individuals with disabilities often stem from **outdated beliefs** that they are less productive, leading to **lower expectations** and **discriminatory practices** by employers, despite evidence showing that with proper support, individuals with disabilities can excel in the workforce.

With advancements in accessibility, accommodations, and inclusive practices, many individuals with disabilities have demonstrated their capability to contribute meaningfully to the workforce and achieve financial independence. **Disability does not inherently dictate one's ability to work or earn competitive wages; rather, it is often societal barriers and misconceptions that limit opportunities.**

How do we know, you may ask? Examples of misconceptions represented by statements recently made:



4. What is the Dignity in Pay Act? If passed, what will happen?

The proposed Dignity in Pay Act (House Bill 793 HA1) aims to ensure fair compensation for individuals with physical and/or I/DD, developed through extensive discussions with the disability community, including providers of sheltered workshops.

Contrary to common misconceptions, this Act will not close sheltered workshops but mandates that all workers in these environments receive at least minimum wage, supported by a Transition Fund to facilitate this shift.

Moreover, the Act promotes economic empowerment by addressing fair pay as both a civil rights and economic issue, enabling individuals with disabilities to earn a living wage. It also includes provisions to protect means-tested benefits and requires state government support for providers, potentially through incentives or increased awareness of the benefits of hiring individuals with disabilities.

Additionally, the Act prioritizes self-determination by ensuring person-centered plans for individuals in sheltered workshops and increasing personal needs allowances for those in group homes or congregate settings to \$100 per month.

5. What is the Employment and Economic Opportunities for People with Disabilities Taskforce (EEOPD)?

The EEOPD taskforce has been assigned the crucial responsibility of formulating the transition plan for the gradual elimination of subminimum wage.

The EEOPD taskforce, established by the General Assembly in 2009 (20 ILCS 4095/), examines State programs and policies to identify necessary changes for removing barriers to competitive employment and economic opportunity for individuals with disabilities. This includes assessing obstacles like transportation, housing, program accessibility, and benefit structure.

Additionally, the taskforce evaluates State disability systems, such as mental health, I/DD, veterans' assistance, workforce investment, and rehabilitation services, to understand their impact on disability employment. By reviewing research, policy studies, and federal initiatives like customized employment, the taskforce seeks to enhance competitive employment and economic opportunities for individuals with disabilities in Illinois.

15 Public Members (at least 5 who have a disability) serve on the Taskforce. This diverse stakeholder group is comprised of representatives from the following sectors:

- Disability organizations
- Agency with expertise in assistive technology devices
- Advocates for veterans with disabilities,
- Centers for independent living & disability services providers,
- Organized labor
- Higher education,
- Private sector business community,
- Entities that provide employment and training services to persons with disabilities

Several workgroups exist within the EEOPD Taskforce. The workgroups, which support action steps aligned with the Employment First Strategic plan are:

1. **Dignity in Pay**
2. Provider
3. Post-secondary Transitions
4. Employer Engagement
5. Legislation
6. Workforce Development

6. If people who earn subminimum wages are happy, why end this option for them?

Individuals with disabilities are often offered subminimum wages without being exposed to alternatives like competitive employment, which limits their “menu” of options. This narrow focus can shrink their world to just one possibility they may become accustomed to, leading to a sense of comfort in their current situation. However, phasing out subminimum wages doesn't necessarily mean eliminating their happiness. Instead, it opens opportunities for individuals with disabilities to explore diverse paths, including competitive employment, volunteering, or pursuing hobbies, ensuring that their days remain meaningful and fulfilling.

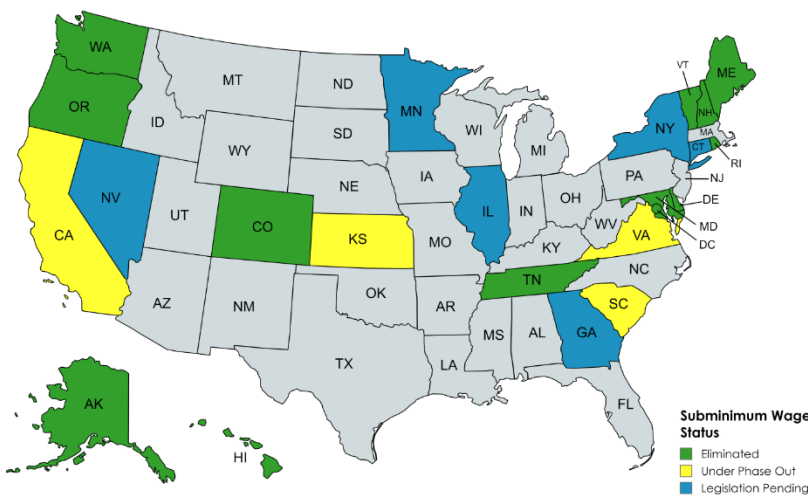


Food for Thought — Imagine going to a fast-food restaurant and being handed a plain hamburger and told, "This is your only option because of your disability." You might accept it, thinking it's familiar and easy to eat. However, what if you didn't realize you had access to a whole menu of options—cheeseburgers, tacos, pizza, fries, desserts, and more? You might never even consider the other choices because you weren't aware they existed.

Similarly, some individuals with disabilities may choose to stay in subminimum wage because they haven't been presented with other viable employment options. It's not that they prefer subminimum wage; rather, they may not know about or have access to alternative opportunities.

7. Are other states phasing out subminimum wages? If so, how is it going?

Across the United States, 18 states have eliminated, phased out, or modified the authority of employees to pay subminimum wages to specified persons with a disability.



- | | | |
|--|--|---|
| <ul style="list-style-type: none"> ■ Eliminated 1. Alaska 2. Colorado 3. Delaware 4. District of Columbia 5. Hawaii 6. Maine 7. Maryland 8. New Hampshire 9. Oregon 10. Rhode Island 11. Tennessee 12. Vermont 13. Washington | <ul style="list-style-type: none"> ■ Under Phase Out 1. California 2. Kansas 3. South Carolina 4. Virginia | <ul style="list-style-type: none"> ■ Legislation Pending 1. Connecticut 2. Georgia 3. Illinois 4. Minnesota 5. Nevada 6. New York |
|--|--|---|

8. Does the federal government support the elimination of subminimum wages?

The **U.S. Department of Labor (DOL)** has been working with advocates on the harms of paying subminimum wage and what reform could look like. In September 2023, the DOL announced a comprehensive review of Section 14(c) of the Fair Labor Standards Act to determine the future viability of the program.

The US Department of Labor is examining the 14(c) program. The US Department of Justice has also intervened in other states, finding that some settings in which 14(c) work occurs are opposed to the spirit of the ADA and Olmstead.

A federal civil rights commission is calling for an end to a policy that allows people with disabilities to be paid less than minimum wage describing the program as “rife with abuse.” the U.S. Commission on Civil Rights said the time has come to phase out subminimum wage.

9. Is there bipartisan support for phasing out subminimum wage among Democrats and Republicans?

Yes! There is bipartisan support in other states and most definitely at the federal level. Senators Bob Casey (D-PA) and Steve Daines (R-MT) introduced the **Transformation to Competitive Integrated Employment Act (TCIEA) which is H.R.1263/S.533. This legislation is attached to this PDF and can be found [here](#).** The TCIEA would phase out subminimum wages over five years and would provide grants to states to transition to competitive integrated employment opportunities.

Real Jobs for Fair Pay! The TCIEA directs the Department of Labor to also offer certain eligible entities to provide technical assistance and other strategic support to employers transitioning from subminimum wage and segregated positions to competitive, integrated employment for individuals with disabilities, as well as:

- providing competitive, integrated employment,
- assisting individuals with disabilities in finding and retaining work in such employment,
- providing integrated employment and integrated community participation and wraparound services for such individuals, and
- ensuring that such services comply with federal regulations for individuals receiving Home and Community-Based Services.

Now the Civil Rights Commission — an independent, bipartisan agency established by Congress — is the latest to urge an end to the practice. The recommendation comes after the commission received thousands of comments both for and against subminimum wage and collected data and testimony from lawmakers, federal agencies, self-advocates, family members, service providers and experts in the field. Site visits were also conducted to observe people with disabilities working for both subminimum and competitive wages.

In its report, the commission said that regulators have “repeatedly found providers operating pursuant to Section 14(c) limiting people with disabilities participating in the program from realizing their full potential while allowing providers and associated businesses to profit from their labor.”

Meanwhile, “failures in regulation and oversight ... have allowed and continue to allow the program to operate without satisfying its legislative goal to meet the needs of people with disabilities to receive supports necessary to become ready for employment in the competitive economy.”

The commission recommends that Congress repeal Section 14(c) with a phaseout period to allow people with disabilities and service providers to transition away from subminimum wage and toward models favoring competitive integrated employment. This should come with expanded funding from Congress for supported employment as well as better oversight as the 14(c) program winds down as well as data collection on outcomes of former subminimum wage workers. **The report is attached to this PDF document and can be found [here](#).**

10. What national organizations are in support of phasing out subminimum wage?

Over 60 agencies national organizations are in support of phasing out subminimum wage: Allies for Independence, American Association of People with Disabilities (AAPD), American Council of the Blind (ACB), American Foundation for the Blind (AFB), Applied Self-Direction, Association of Programs for Rural Independent Living (APRIL), Association of University Centers on Disabilities (AUCD), Association of People Supporting Employment First (APSE) along with 38 state affiliates¹, Autism Society, Autistic Self Advocacy Network (ASAN), Bazelon Center for Mental Health Law, Center for Learner Equity, Center for Public Representation (CPR), Communication First, Community Options, Council of Parent Attorneys and Advocates (COPAA), Council of State Administrators of Vocational Rehabilitation (CSAVR), Cure SMA, Disability Rights Education & Defense Fund (DREDF), Disability Rights Montana, Down Syndrome Affiliates in Action, Institute for Educational Leadership (IEL), Little Lobbyists, Marc Gold and Associates (MG&A), National Association of Councils on Developmental Disabilities (NACDD), National Association of the Deaf (NAD), National Association of Direct Support Professionals (NADSP), National Association of State Directors of Developmental Disability Services (NASDDDS), National Association of State Directors of Special Education (NASDSE), National Council on Independent Living (NCIL), National Disability Institute (NDI), National Disability Rights Network (NDRN), National Down Syndrome Congress (NDSC), National Down Syndrome Society (NDSS), National Organization on Disability (NOD), SourceAmerica, Spina Bifida Association (SBA), TASH, United Spinal Association, Williams Syndrome Association and the World Institute on Disabilities.

11. How will people with high support needs and significant disabilities be supported in community employment?

The Division of Rehabilitation Services offers opportunities for customized and supported employment. Customized employment indeed focuses on assisting individuals with significant disabilities in finding and maintaining employment. It's a personalized approach that tailors job duties, responsibilities, and conditions to match the unique strengths, interests, and needs of the individual. This approach aims to maximize the potential for success in employment for those who might face significant barriers to traditional forms of employment.

The Division of Developmental Disabilities (DDD) operates a Supported Employment Program (SEP) for recipients of the Adults with Developmental Disabilities HCBS Medicaid Waiver and residents of State Operated Developmental Centers. DDD SEP includes options to support work at competitive wages in integrated environments in both individual placements (1:1 support) and group employment settings.

12. How will people who do not work in competitive employment be supported if Illinois ends its use of subminimum wage?

As of February 2024, the Federal Department of Labor lists 66 Community Rehabilitation Providers in Illinois (organizations which either hold current, or have applied for, 14(c) certificates from the US Department of Labor), allowing for the payment of subminimum wages to individuals with disabilities.

Initiatives such as Dignity in Pay seek to transition use of subminimum Wage into opportunities for individuals to engage in Competitive Integrated Employment and other meaningful activities which align with the preferences, skills, desires and goals of individuals with disabilities.

Potential alternatives to subminimum wage Activity are listed below. These could be Facility Based (at the current subminimum wage location) or Community Based (off grounds – at community businesses). The list is not all inclusive, rather it is a subset of high-level topics / activities in which all persons, regardless of disability, participate in. Of critical note – this is not a novel concept. Hundreds of organizations across Illinois, who serve individuals with I/DD are presently operating programs with these types of activities at their core.

- Competitive Integrated Employment
- Adaptive Sports
- Book Clubs
- Ceramics
- Computer (Programming, Safety, etc.)
- Cooking
- Cycling
- Dance
- Equine Therapy
- Fishing
- Fitness & Exercise
- Gaming
- Graphic Design
- Health & Wellness
- Horticulture& Gardening
- Job Clubs
- Music
- Nature
- Painting
- Photography
- Relationships
- Scrapbooking
- Sculpture
- Sexuality
- Sign Language Classes
- Singing
- Social Clubs
- Special Recreation
- Writing

All alternatives to subminimum wage listed above fall within the scope of billable activities through the Community Day Services (CDS) or Developmental Training (DT) Programs offered by the Illinois Division of Developmental Disabilities. This means that the Direct Support Professionals (DSPs) who currently support individuals with subminimum wage activities could instead support the same individuals to learn, grow and achieve in other ventures.

13. How will the state move to competitive wages and more individualized supports with the current workforce shortage? Will change make it harder to find and use supports?

In Illinois, we're grappling with a severe shortage of direct support professionals, impacting crucial services for individuals with disabilities, including vital employment support. While this challenge won't vanish overnight, it's imperative not to use it as an excuse to neglect the rights of individuals with disabilities or delay strengthening support systems.

Illinois must rethink community supports within this workforce deficit, prioritizing individualized, community-based assistance. Leveraging community strengths statewide is crucial, fostering inclusive environments for individuals with disabilities. Additionally, engaging local businesses and providing them with training and certification to create inclusive workplaces is vital.

Moreover, the current labor market's high demand for workers presents a significant opportunity to integrate individuals with disabilities into various sectors of the workforce.

14. Are there organizations in Illinois that have gotten rid of subminimum wages?

Dozens of organizations throughout the state of Illinois have transitioned away from SWM in the past several years. Many did this without the threat of sunset or additional appropriated funds. The organizations did this as a matter of best practice and in response to the changing needs of those entering services – most of whom have neither the want for nor experience in Subminimum wage activity.

15. Will providers close if they can no longer pay subminimum wages?

NO. Providers do not have to close! They may have to change their business model.

For service providers heavily reliant on subminimum wages, planning and adaptation are necessary for the eventual elimination of this practice. This may involve reconsidering how support services facilitate individuals' transition to competitive employment and other meaningful day programming options.

As stakeholders consider the potential sunset of the subminimum wage in Illinois, it is vital to not view the transition through the flawed lens of "all or nothing" – that the end of subminimum wage equates to the closure of disability programs.

Rather, the organizations who currently operate subminimum Wage activities have a tremendous opportunity to adapt practices (or expand current subminimum wage alternatives) as many of these organizations already have options beyond subminimum wage in which individuals can partake as part of their service array that do not include subminimum wage including offering facility-based community day services.

The Subminimum Wage to Competitive Integrated Employment (SWTCIE IL) demonstration project offers a variety of free resources and technical assistance to agencies wishing to change their business model and phase out 14(c) certificates. [Learn more.](#)

16. What funding is available to support employers in phasing out subminimum wages? Why can't the state fund first and eliminate later?

With the passing of the Dignity in Pay Act, the Department of Human Services will instill a Transition Grant Fund that is created as a special fund in the State treasury. **Moneys in the Fund will be subject to appropriation and made available to community agencies with active or pending 14(c) certificates** to aid in the transition away from subminimum wages for employees with disabilities.

The goal of the 14(c) Transition Grant Fund is to develop new opportunities and programs and grow capacity to respond to the needs of individuals with disabilities in their geographic area, such as supported employment, customized employment and diverse day programs that support meaningful days, choice, and community integration. The Fund may be used to provide wage subsidies to employers who offer integrated work options to workers with disabilities who previously worked for subminimum wages.

Without legislation mandating the phase-out of subminimum wage, some providers and stakeholders may lack a compelling incentive to participate in phase out activities. Legislation to phase out subminimum wage would provide enforceable requirements for strategic planning and reporting, facilitating informed and efficient planning for a successful phase out transition plan. This approach ensures comprehensive support statewide, rather than relying on cooperation from select providers working with the EEOPD taskforce and DHS.

Funding shouldn't precede elimination; it's more effective to align the legislation with enforceable measures upfront. This approach optimizes the utilization of the Transition Fund, eliminating the need for speculative funding allocations for each provider. Implementing phased-out activities will offer clear insights into the specific funding requirements of each provider.

17. Will people with disabilities be safe in the community?

Individuals with disabilities thrive in inclusive community environments over settings with limited interaction. Challenging assumptions about their priorities, including paycheck size, is crucial to combat stigma and ensure equal opportunities. By assuming they don't value earnings, we overlook their autonomy and aspirations.

Competitive wages offer financial independence and empower individuals to pursue their goals effectively. Transitioning from subminimum wages expands employment prospects, fostering personalized career paths and job satisfaction.

18. Why would an employer hire someone who has significant disabilities?

According to the Bureau of Labor Statistics, **businesses who have diversified their workforce to include people with disabilities reported a 90 percent increase in retention of valued employees and a 72 percent increase in employee productivity.** Research by Deloitte indicates that employees who feel valued and included in a diverse workplace are significantly more likely to perceive their organization as high performing.

Furthermore, a common misconception about hiring individuals with disabilities is the belief that accommodating them in the workforce is costly and may lead to ADA violations. However, the reality is that **fewer than 40 percent of workers with disabilities require accommodations, and those that do often cost less than \$500**. These expenses are typically offset by gains in productivity and reduced turnover rates.

Moreover, according to Forbes, **individuals with disabilities represent a significant consumer market in the U.S., and one effective way to engage with this segment is through workplace representation**. By hiring and promoting individuals with disabilities, companies signal their commitment to meeting diverse consumer needs. This inclusive approach not only demonstrates value to consumers with disabilities but also to their families and friends, potentially fostering positive perceptions of the company and encouraging loyalty among customers.

The Work Opportunity Tax Credit (WOTC) is a federal tax credit available to employers who invest in American job seekers who have consistently faced barriers to employment. Employers may meet their business needs and claim a tax credit if they hire an individual who is in a WOTC targeted group, including individuals with I/DD.

19. Some people will stop working if subminimum wages go away. Isn't having some income better than having no income?

Fair wages and opportunities for growth are essential, challenging the assumption that any income is better than none and promoting dignity and equality for all. Many individuals would prefer unpaid contributions over undervalued employment, highlighting the need for systemic change.

20. You refer to options for employment supports other than subminimum wages, but we don't see those options available in our community now. What's available for us?

This question is why the work of the EEOPD taskforce and the transition plan developed is so important. Illinois has emphasized the importance of competitive employment for a long time.

But change is hard. Other actions are needed beyond emphasizing the importance and value of competitive employment supports. **Ending subminimum wages and setting a transition plan will provide the impetus Illinois needs to take this change seriously and allocate our resources accordingly**.

Employment contracts are available through the Division of Rehabilitation. The employment contracts will pay 14(c) providers for their work in assisting individuals with disabilities to achieve competitive integrated employment. Further on the job supports are available for eligible individuals through the Division of Developmental Disabilities.

21. Does the state reimburse non work services at a higher rate than community integrated employment services?

While the hourly rate for Group Supported Employment decreased as a result of implementation of recommendations from the Guidehouse Rates study, Group Supported Employment remains a financially viable program option.

Assuming full time participation in Group Supported Employment in 2024:

- 1 Job Coach, in Chicago or collar counties, billing the Small Group code has the ability to bring in \$64,944 in annual revenue from the service / billing code.
- The same job coach in other areas of the state has the ability to bring in \$56,592.

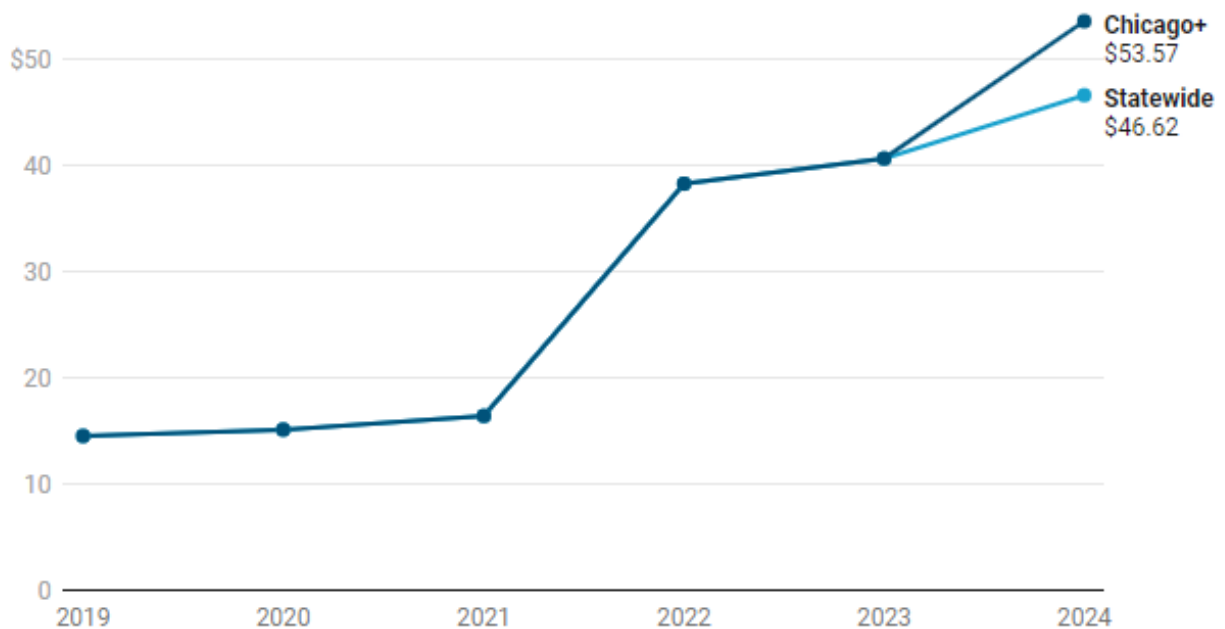
These revenue amounts do not include revenue derived from the contracts / agreements the Group SEP providers have with community businesses to provide labor or produce goods and services.

Agencies operating Group Supported Employment have agreements or contracts with the community business for whom the labor is supplied - the agency pays the program participants directly but bills the business a rate for the labor or goods and services. This rate can have overhead built in which provides the agency additional revenue, on top of the DDD Supported Employment Program rates.

Although the maximum annual hours have been reduced for DDD Individual SEP, the hourly rate for the service has increased 200%+ over the past 3 years.

IL DD Individualized Supported Employment Program Rates

Hourly Reimbursement Rates Paid from IDHS-DDD to I/DD Providers



Chicago+ includes the Metro Region Including: the city of Chicago; all of Cook, DuPage, Kane, Lake, McHenry, and Will counties. More than 8.4 million people (about 67%) of Illinois' total population, reside in the Metro Region.

Source: Illinois DHS - Division of Developmental Disabilities • [Get the data](#) • Created with [Datawrapper](#)

22. If a person who was earning subminimum wage starts earning competitive wages, will they lose their disability benefits?

YOU CAN WORK! While some people might see a reduction in their cash payment, they do not have to choose between benefits and working. The Social Security Administration (SSA) has two different disability benefits: Supplemental Security Income (SSI) and Title II which include Social Security Disability Insurance (SSDI), Disabled Adult Child (DAC), and Disabled Widow/er Benefit (DWB). [Learn more.](#)

THE SSA OFFERS WORK INCENTIVES. These are special rules that make it possible for people with disabilities receiving SSI and/or SSDI to work and still receive monthly payments and Medicare or Medicaid. Below are hyperlinked rules that apply under each SSA disability benefit program.

FREE BENEFITS COUNSELING IS AVAILABLE. Do not fear! WIPA is here! The SSA funds the Work Incentive Planning and Assistance Program (WIPA) nationwide. This program has Benefits Counselors called Community Work Incentive Coordinators (CWIC). They are trained and certified experts on how your state and federal benefits are impacted by working. **Only a CWIC should provide individualized benefits counseling. They are qualified to do this work.** Be sure to rely on the experts. They are here to help you!

WHERE CAN I FIND A CERTIFIED BENEFITS COUNSELOR (i.e. CWIC) IN ILLINOIS?

Please contact the [Illinois Assistive Technology Program \(IATP\)](#) at [1-800-852-5110](#) if you live in the following counties: Alexander, Bond, Calhoun, Champaign, Christian, Clark, Clay, Clinton, Coles, Crawford, Cumberland, De Witt, Douglas, DuPage, Edgar, Edwards, Effingham, Fayette, Ford, Franklin, Gallatin, Greene, Grundy, Hamilton, Hardin, Iroquois, Jackson, Jasper, Jefferson, Jersey, Johnson, Kane, Kankakee, Kendall, Lake, Lawrence, Livingston, Logan, Macon, Macoupin, Madison, Marion, Massac, McHenry, McLean, Monroe, Montgomery, Moultrie, Perry, Piatt, Pike, Pope, Pulaski, Randolph, Richland, Saline, Sangamon, Shelby, St. Clair, Union, Vermilion, Wabash, Washington, Wayne, White, Will, Williamson.

Please contact [Disability Works Iowa](#) at [1-800-779-2502](#) if you live in the following counties: Adams, Boone, Brown, Bureau, Carroll, Cass, DeKalb, Fulton, Hancock, Henderson, Henry, Jo Daviess, Knox, LaSalle, Lee, Marshall, Mason, McDonough, Menard, Mercer, Morgan, Ogle, Peoria, Putnam, Rock Island, Schuyler, Scott, Stark, Stephenson, Tazewell, Warren, Whiteside, Winnebago, Woodford.

Please contact the [Volunteers of America](#) at [1-312-896-3220](#) or the [Chicago Mayor's Office for People with Disabilities \(MOPD\)](#) at [1-312-746-5743](#) if you live in the county of: Cook

An SSA Work Incentives comprehensive Fact Sheet is attached to this PDF.

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