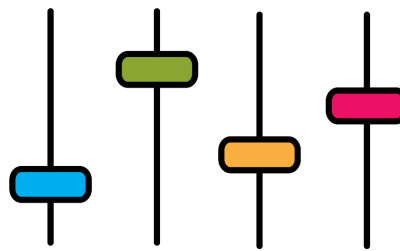


>> SLIDE 1

LEVEL

UP



BUILDING TOMORROW TOGETHER



**2025 ANNUAL CONFERENCE
ON INDEPENDENT LIVING**

2025 Annual Conference on Independent Living

LEVEL UP: Building Tomorrow Together

Presented by the National Council on Independent Living

>> SLIDE 2

Fair Wages for All

Developing Your Power Analysis
for Subminimum Wage Phaseout

July 24th, 2025

Nick Boyle

>> SLIDE 3: Meet Nick (he/him)

- Economic Justice Policy Analyst, Access Living
- Focus on employment, public benefits, and financial wellness
- Identifies as a person with a disability
- Hobbies include guitar, cooking, working out, hiking



>> SLIDE 4: Passion for I/DD Advocacy

- Brother, Matthew, has autism & I/DD;
- Seen his struggles and discrimination he faces in education, health care, and employment;
- Believes subminimum wage phaseout is deeply rooted in independent living philosophy;



>> SLIDE 5: Dignity in Pay Coalition

- One of the core leaders on the phaseout of subminimum wage in Illinois;
- Lobbied the Illinois General Assembly for over a year;
- Met with sheltered workshops, disability service providers, and other opponents;
- Signed into law by Gov. Pritzker in January 2025;



>> SLIDE 6: Presentation Agenda

- Definitions / Key Terms
- Brief History of Subminimum Wage in the United States
- What is a Power Analysis?
- Dynamics of Subminimum Wage
- Important Players in YOUR Power Analysis

>> SLIDE 7: Definitions / Key Terms

- **14(c)**: The specific type of certificate / form to allow an employer to pay subminimum wage;
- **CIE**: Competitive Integrated Employment, job opportunities *in* the community;
- **Community Rehabilitation Provider (CRP)**: An organization that provides community-based services for people with disabilities;
- **Disability Service Provider**: An organization that provides direct services to people with disabilities;
- **I/DD**: Intellectual & Developmental Disabilities
- **Piece Rate**: Being paid per item you build, assemble, etc.;
- **State Legislature**: The group that makes laws in your state;
- **Subminimum Wage**: A policy that allows people with disabilities to be paid less than minimum wage, often at piece rate;
- **Vocational Rehabilitation (VR)**: State programs that help people with disabilities find jobs / work;

>> SLIDE 8: Brief History of 14(c)

- In 1938, FDR signs the Fair Labor Standards Act;
- Creates minimum wage, overtime pay, ends child labor, and the 40-hour work week;
- Allows for disabled people to be paid subminimum wage;
- Intended for WWI Veterans;



>> SLIDE 9: History– 14(c) & I/DD

- Parents groups organize for better I/DD services;
- Previously, doctors / the medical community pushed institutionalization for disabled children;
- Late 1960's / early 1970's, parents groups begin developing subminimum wage programs;



>> SLIDE 10: History – Present Day

- Beginning in the 1990's / 2000's, disability advocates begin protesting the use of subminimum wage;
- Goodwill becomes the flashpoint in the debate;
- Growing research shows how to best support PWD in CIE and that 14(c) is *not* effective;
- States begin eliminating use of subminimum wage;



>> SLIDE 11: What is a Power Analysis?

- An understanding of who and what entities hold power;
- Challenges us to ask questions of *how* we can make the change we seek;
- Allows us to be *targeted* and *intentional* in our advocacy;
- Creates a framework to develop an overall advocacy plan;
- Grants us insight to craft specific strategies for different advocacy challenges;

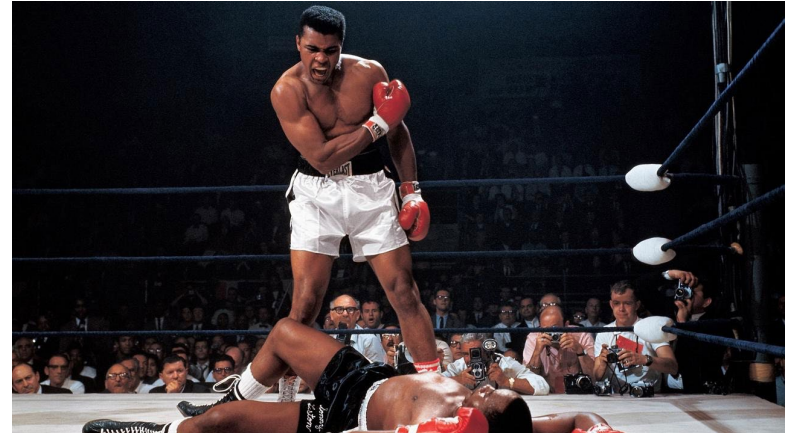
>> SLIDE 12: Power Analysis Quote

“If you know the enemy and know yourself,
you need not fear the result of a hundred
battles”

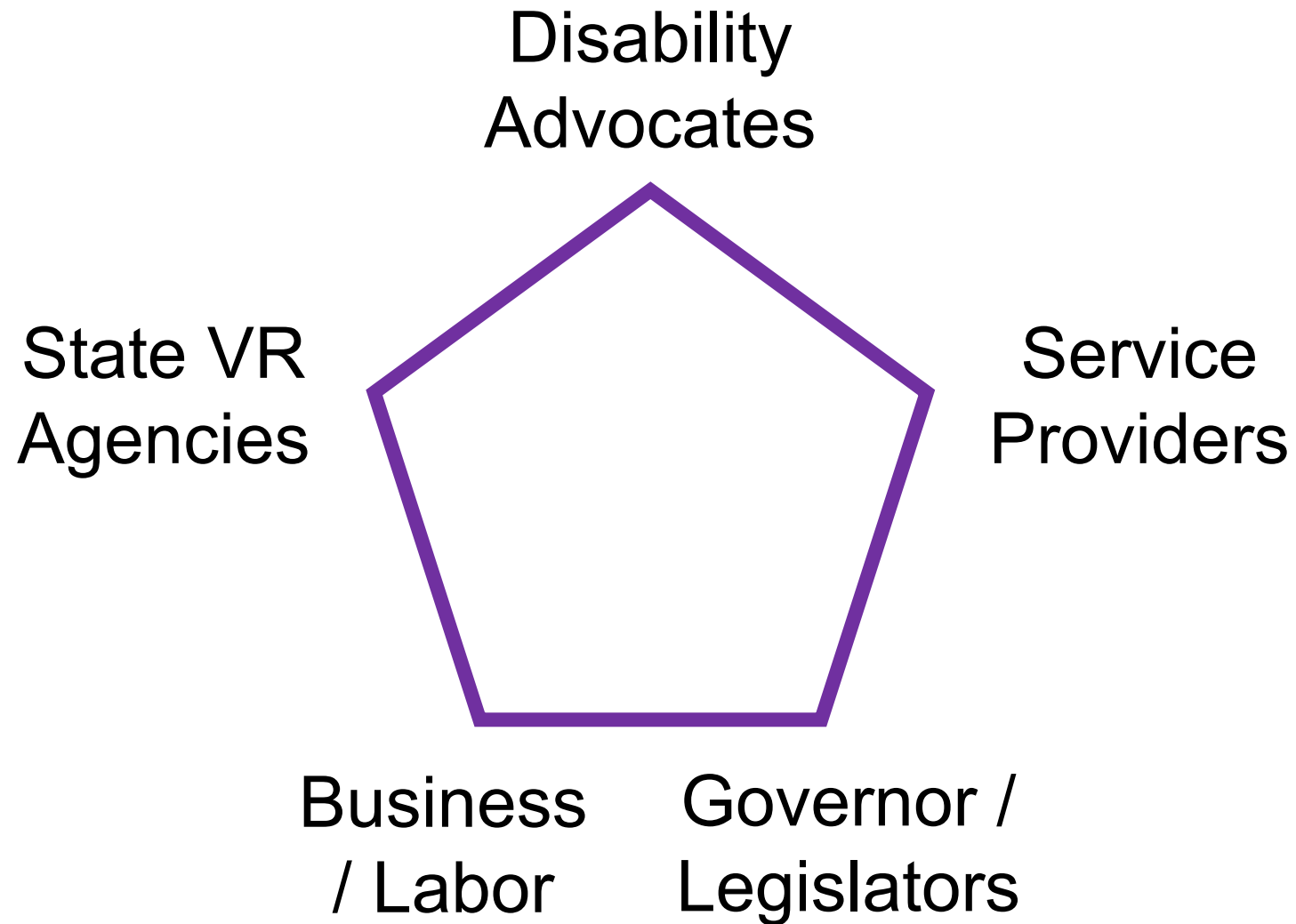
- Sun Tzu, *The Art of War*

>> SLIDE 13: Power Analysis of 14(c)

BUSINESS VERSUS LABOR?



>> SLIDE 14: Power Analysis of 14(c)



>> SLIDE 15

*Let's Develop
YOUR Power Analysis!*

>> SLIDE 16: *Disability Advocates*

- Which groups / organizations are crucial to advocating for subminimum wage elimination?
- What roles do disabled people have in educating lawmakers about eliminating subminimum wage?
- What do disability advocates bring to the conversation that other groups might not?
- How can you make your advocacy accessible for people with *all* disabilities?

>> SLIDE 17: *Disability Service Providers*

- Which groups / organizations are crucial to advocating for subminimum wage elimination?
- What is the position of your state's disability service provider trade association?
- Have 14(c) organizations already spoken up about the need to move away from this practice?
- What has the broader response been by 14(c) providers to the elimination of subminimum wage?
- What have conversations looked like when meeting with sheltered workshops / disability service providers?

>> SLIDE 18: *Government / VR Agencies*

- What influence does your state's VR agency have in setting disability employment policy?
- How active is your state's Developmental Disability Council?
- What is the quality of VR services offered in your state? What is the general sentiment about securing VR for people with disabilities?
- Does VR have an interest in helping phaseout subminimum wage?

>> SLIDE 19: *Business / Labor*

- Do you have buy-in from key business groups to help increase CIE opportunities in your state?
- Which businesses are willing to highlight their work in expanding CIE opportunities / hiring people with disabilities?
- Is organized labor in support of this bill? Can they add their names as supporters?

>> SLIDE 20: *Legislators & Governor*

- Does your Governor support the phaseout of 14(c)?
- What is the opinion of subminimum wage phaseout amongst key leaders in your state legislature?
- Who are the organized lobbying forces in your state capitol, regarding disability issues? Are they for or against subminimum wage phaseout?
- Who are your champions that will make this a priority during the legislative session?

>> SLIDE 21

Questions?