

# THE DIGNITY IN PAY ACT

It is time for Georgia to stop allowing community rehabilitation programs to pay people with disabilities less than minimum wage by ending the use of 14(c) certificates.

## WHAT ARE 14(C) CERTIFICATES?

14(c) certificates are federal exceptions that allow certain organizations to pay people with disabilities less than minimum wage.

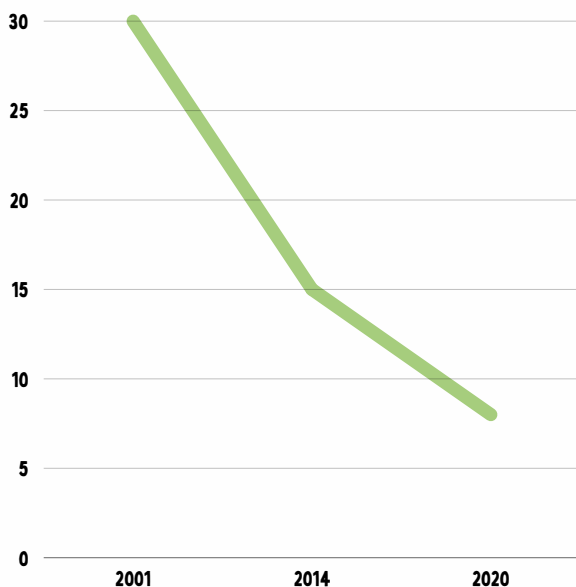
## WHO USES 14(C) CERTIFICATES?

In Georgia, only organizations who are designed to help people with disabilities find employment opportunities, called community rehabilitation programs (CRPs) use 14c certificates. **CRPs can make over \$1 million per year in profit while paying their employees as low as 22 cents an hour.** Thirteen states have banned the use of 14(c) certificates so far.



A typical 'sheltered workshop' where people with disabilities work for subminimum wage in a segregated setting.

## 14(C) CERTIFICATE HOLDERS IN GA



Although there has been a steady decline, **8** CRPs still have certificates. They use these to pay **245** people with disabilities less than minimum wage. (US Department of Labor)

## FEWER CRPS ARE USING 14(C) —WHY?

- 1 There is federal support to help community rehabilitation programs transition away from 14(c) without hurting the good services that they provide.
- 2 14(c) certificates do not help community rehabilitation programs fulfill their purpose of providing meaningful, integrated employment to people with I/DD.
- 3 Georgia has one of the strongest economies in the country; paying all of our citizens at least minimum wage is just common sense.

## A COMMON FEAR IS THAT INDIVIDUALS WILL LOSE THEIR BENEFITS

Ending 14(c) will *not* impact social security, Medicaid/Medicare benefits, or ABLE accounts. If the few hundred Georgians with disabilities currently earning subminimum wage continue working at minimum wage or higher, their incomes will go up, but their benefits eligibility will not change.\*

*\*Unless their ABLE account exceeds \$100,000, in which case SSI is suspended but Medicaid remains intact.*

## WHAT WOULD THE DIGNITY IN PAY ACT ACTUALLY DO?

It would give CRPs two years to increase pay in their workshops to the state minimum wage of \$7.25.

This bill would NOT shut down sheltered workshops. CRPs would have 2 years and ample federal support to transition to the minimum wage in their workshops.

After two years (in 2027), CRPs would no longer be eligible to apply for 14(c) certificates in Georgia.

This bill would NOT get rid of CRPs and workshops as an employment option for people with I/DD who enjoy working there.



**A BILL TO END 14C WOULD SIMPLY ENSURE THAT ALL GEORGIANS ARE MAKING AT LEAST MINIMUM WAGE.**

*For more information or for any questions, please contact:*



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