



YOUTH
POWER!

Easy Read Edition

Real Work For Real Pay:

A Self-Advocate's Guide to Employment Policy

Part 7: Glossary

7. Glossary



advocacy groups

Groups of people who fight for equal rights for people, including people with disabilities.



benefits

Some people who do not make a lot of money get help from the government. Disabled people and older people can also get help from the government. The government has programs to help these people get what they need. These programs are “benefits.”



competitive employment

Competitive employment means that disabled workers are paid the same amount as a non-disabled worker doing the same work.



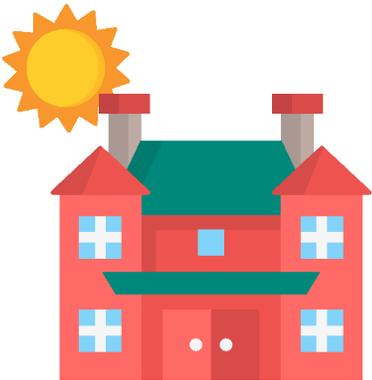
competitive and integrated employment

Employment where disabled people work in the same place as people without disabilities. Disabled workers do the same kind of work as the non-disabled workers. Workers with disabilities are paid the same amount as a non-disabled worker doing the same work.



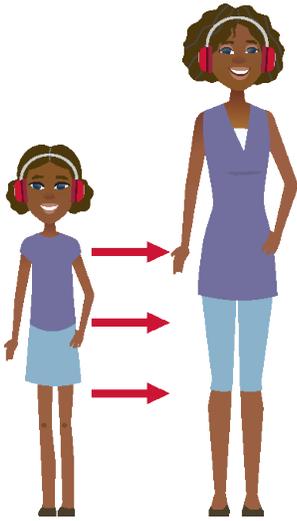
congregate employment

Some jobs make disabled people work separate from non-disabled people. This is congregate employment. Segregated employment is another name for congregate employment.



day habilitation center

A daytime program for adults with disabilities. “Day programs” and “adult day care” are other names for day habilitation. These places might offer social activities and skill building activities. But, they do not offer employment.



developmental disability

A lifelong disability that can begin from ages 0-21.



employment

Employment means that you work at a job and get paid for the work you do.



Employment First

Employment First is the idea that people with disabilities should be able to get real work for real pay.



enclave

A type of segregated employment. Disabled work in the same space as non-disabled people, but are not doing the same kind of work. Instead, the non-disabled workers supervise the workers with disabilities.



Fair Labor Standards Act

The Fair Labor Standards Act is a law about employment. The Fair Labor Standards Act did some helpful things. For example, the law made a minimum wage for everyone in the United States.



integrated employment

Integrated employment means that disabled people work in the same place as people without disabilities. Disabled workers do the same kind of work as the non-disabled workers. A job doesn't count as integrated employment unless it is also "competitive" employment.



intellectual disability

Intellectual disabilities are disabilities that affect everyday life skills. People with intellectual disabilities might learn in a different way. They might say things in a different way. Or, they might need support with things like cooking and house cleaning.



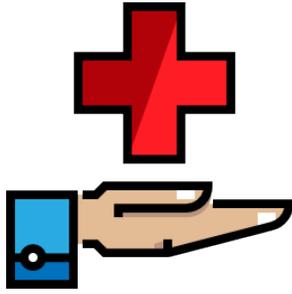
lawsuit

When you sue somebody, you are bringing a lawsuit against that person. A lawsuit is when you bring a disagreement between people to a court. The judge in the court makes a decision. The judge can force the other person to do something or to give you something.



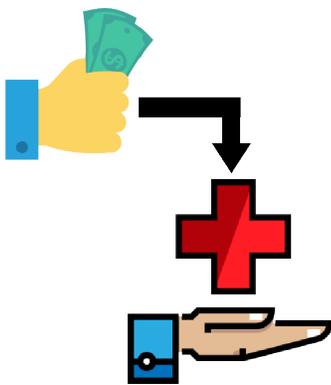
legal system

The laws of a country and the ways those laws are enforced. This includes courts and judges.



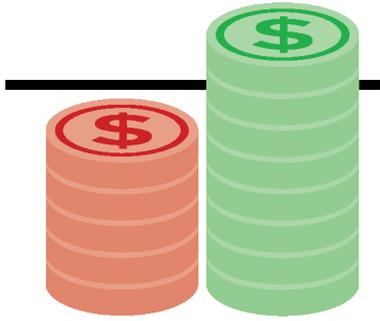
Medicaid

A health care program in the United States. The U.S. government pays for Medicaid.



Medicaid Buy-In program

A program that offers low-cost Medicaid health care to disabled people who work. The program allows disabled workers to earn more money without the risk of losing their Medicaid.



minimum wage

The minimum wage is the smallest amount that your boss can pay you for your work. Right now, the minimum wage is \$7.25. The law says that workers have to be paid at least \$7.25 for every hour of work they do. It is illegal to pay somebody less than \$7.25 for an hour of work.



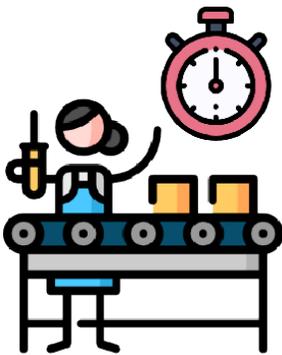
Olmstead

A Supreme Court case that decided disabled people have the right to get services in our communities.



policy

Policy means the laws and rules that the government makes.



productivity test

Sheltered workshops use a productivity test to decide how much money somebody gets.

The test looks at how much work a disabled person does in an hour. Then, it looks at how much work a non-disabled person does in an hour. The test compares how much work both people did.



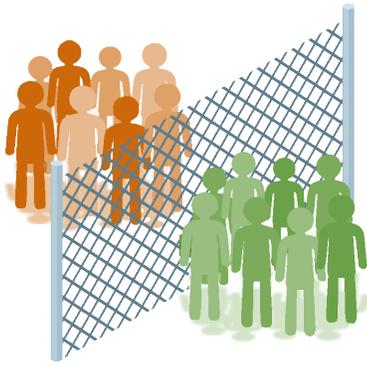
real work for real pay

“Real work” means that people with disabilities can get the same kinds of jobs as non-disabled people. “Real pay” means disabled workers are paid the same amount as a non-disabled worker doing the same work.



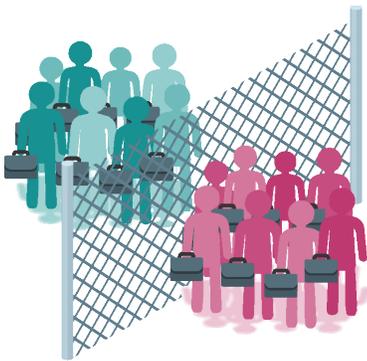
Section 14(c)

Section 14(c) is part of the Fair Labor Standards Act. Section 14(c) lets companies pay people with disabilities less than the minimum wage. Companies get a special piece of paper called a 14(c) certificate. The certificate says that company is allowed to pay people with disabilities less than the minimum wage.



segregated

When groups of people are segregated, they are kept apart from each other.



segregated employment

Some jobs make disabled people work separate from non-disabled people. This is segregated employment.



sheltered workshop

Sheltered workshops are places that give disabled people jobs. But, these jobs do not help workers gain skills. Workers often have to do the same task over and over. For example, putting together a toy in a factory. The disabled people that work in sheltered workshops do not make much money. They are usually paid less than minimum wage for their work.



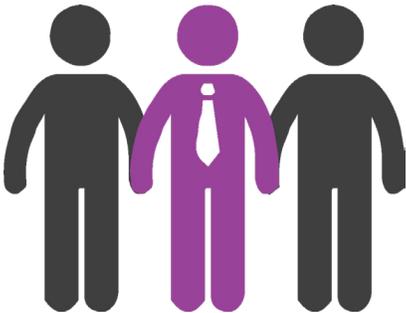
Supplemental Nutrition Assistance Program (SNAP)

SNAP is a federal nutrition program. It is sometimes known as “food stamps.” SNAP helps low-income people be able to buy food.



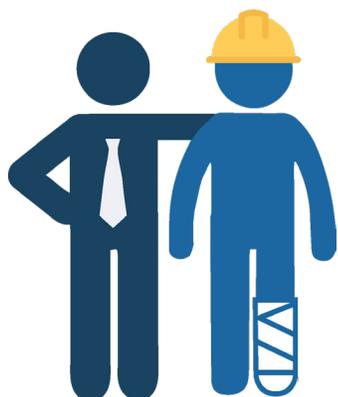
Supplemental Security Income (SSI)

A government program that gives financial support for low-income people and people with disabilities.



supported employment

Supported employment is a kind of integrated employment. Supported employment gives disabled workers support at their job. Supports help disabled people succeed at work.



vocational rehabilitation (VR)

Services that help disabled people find and keep employment.



wages

Wages are the money you get from working at your job.



work requirements

Work requirements are rules saying that you have to have a job to get benefits. If a state decides to use work requirements, many people in that state will not be able to get benefits.