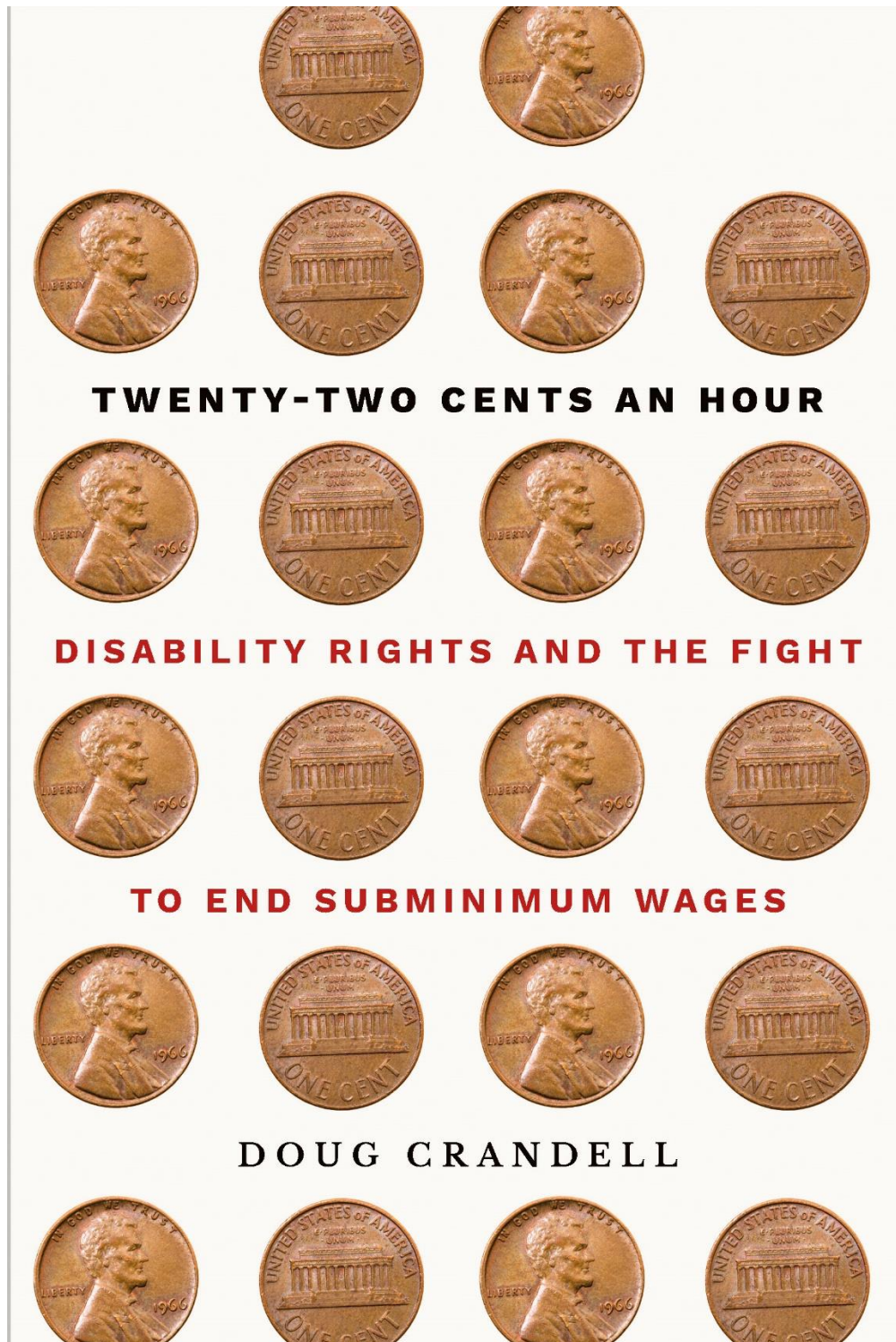


Book Discussion Guide
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- 1) In *Twenty-Two Cents an Hour*, the author gives us several themes, such as workforce inclusion, wage parity, and disability discrimination. What themes did you notice? What about those themes impacted you?
- 2) There is a narrative arc that begins with the historical treatment of people with disabilities in the United States. Why does the author choose to focus on these milestones? What do these events have to do with subminimum wages?
- 3) Was it a surprise to uncover the fact that lobbyists are involved in making employment and disability policies? Why or why not?
- 4) In Chapter 5, the *Olmstead* Supreme Court decision is presented and analyzed. What role does the decision play in employment and disability? Has the country lived up to *Olmstead*?
- 5) Why has the practice of subminimum wages survived for nearly 85 years when we know from the Congressional record that it is harmful and exploitative?
- 6) The author makes the argument that “productivity” is an erroneous method to measure a person’s value. Are we all held to the same standards? Discuss.
- 7) The author uses the phrase, “disability industrial complex” throughout the book. Why? What is it and what traits does it have in common with other industrial complexes operating in the United States?
- 8) The story in *Atalissa, Iowa* at Henry’s Turkey Service is horrifying. What did it show us? Why didn’t the atrocities usher in an overhaul of disability policy?
- 9) The Goodwill Boycotts arranged by the National Federation of the Blind were instrumental in bringing attention to subminimum wages. Why? What struck you regarding CEO pay and the wages of workers with disabilities?
- 10) Will subminimum wages be banned federally? If not, why? What will employment look like for people with disabilities in 10 years, 25? Why?