

Subsidy or Special Conditions

Subsidy or Special Conditions can be used if you are receiving SSDI benefits; have used your Trial Work Period; and are earning more than the Substantial Gainful Activity (SGA) level of \$1,260 (or \$2,110 if blind).

Subsidy or Special Conditions can sometimes allow your Social Security Disability Insurance (SSDI) benefits to continue even though your earning over Substantial Gainful Activity.

You could have a possible subsidy if you:

- Have a job coach
- Do different tasks than others with the same job title
- Get extra help from your co-worker(s)
- Receive extra supervision
- Work more slowly than others in the same job position
- Get some other forms of extra support to do your job

Why Use Subsidy?

Here is an example of how using Subsidy can keep someone eligible for an SSDI payment even when they earn more than Substantial Gainful Activity.

Sue is receiving SSDI benefits; has used her Trial Work Period; and is earning \$1,400 per month. Since Sue's gross earnings are more than the \$1,260 Substantial Gainful Activity level, she should not receive her monthly SSDI payment.

However, Sue's employer documents that she gets some extra support to do her job. She needs some extra break time and works a little more slowly than her co-workers. Sue's employer estimates that the extra break time and extra time to complete her job duties is about 20% longer than her coworkers.

Sue's subsidy of 20% equals \$280 a month. (\$1,400 gross earnings x Sue's 20% subsidy). Sue's gross earnings of \$1,400 minus her \$280 subsidy = \$1,120 in countable earnings.

Because Sue's countable earnings are now below the Substantial Gainful Activity level, her SSDI payments can continue.

When we spoke, we thought you might have subsidy in the following areas:

The Connection suggests you get help in setting up subsidy. We can help you figure out if you have a subsidy. We can also help your employer or employment support agency document subsidy and explain how to submit to your local Social Security office. Call us for this assistance.



Subsidy and Special Conditions continued

To Use Subsidy, consider the following

- **What kind of extra support are you receiving on your job?** For example:
 - Do you have a job coach?
 - Do you receive extra help with your job duties?
 - Do you receive extra supervision?
 - Does it take you more time to complete tasks?
- **Your employer will need to complete a Subsidy and Special Conditions form that documents the supports you receive.**
 - Are you comfortable with this?
 - You can talk with your employer about the form and about the supports you think you receive.
 - The Connection, or an employment agency that is supporting you, can also talk with your employer (with your signed consent).

How the Connection Can Help

- In order to help you with Subsidy, the Connection will need to discuss the above questions with you.
- If we are going to contact your employer, you will need to sign the enclosed release forms.
- Once the Connection receives the signed forms, we will contact your employer. We will explain subsidy, how it can help you and talk about your situation. We will only discuss your disability if you agree we can do so.
- Once the Connection talks with your employer about the amount of subsidy you have, we will prepare a letter explaining your subsidy and will ask your employer to sign it. After your employer signs the letter, we will send it to your local Social Security office for their review.

- **Do not assume you get to use subsidy until Social Security has told you that it has been approved.**

How Long Does Subsidy Last?

- Subsidy only applies to the job that you are doing now. If you switch positions, get a promotion, or take a job at a new company you may have a different amount of subsidy or may no longer have a subsidy.
- If you have a change in your position or employer, a new subsidy form will need to be completed by your employer.
- You should have your subsidy updated once a year even if you do not have a change in your job. Contact the Connection for assistance.

If you have questions about subsidy, what we say to employers about subsidy, or if you have questions about your situation, please contact a Work Incentives Coordinator at 651-632-5113 or 1-800-976-6728 or MN Relay -711.

This information was prepared for you by the Work Incentives Connection. The Connection cannot guarantee that you can use the work incentive, Subsidy or Special Conditions. You must get this work incentive approved by your local Social Security office by following the steps outlined above.