

SHELTERED WORKSHOP MANAGERS

Dignified and meaningful employment for people with disabilities... Quality services for Missouri.

Summer 2010

State Issues Top Major Headlines

Missouri's sheltered workshops fared relatively well overall in the difficult 2010 state legislative session. Despite facing wholesale cuts in many areas, legislators recognized the value of services for those with disabilities and especially the "return on the dollar" represented by workshops.

Although the situation remains fluid because of further necessary cuts, the budget appropriation of \$24,785,205 was approved by the regular session of the legislature.

Legislative Chair Randy Hylton said much of this positive outcome in a difficult time was due to efforts of workshop managers who helped communicate the "workshop story" to legislators.



Springfield Workshop Inc. donated Sunny Bunny Easter Eggs for the Governor's Easter egg hunt, held on March 27 at the Governor's Mansion. Representatives of the workshop met with Governor Nixon and the first lady, Georganne Wheeler Nixon. This Easter egg hunt is held annually for children with developmental disabilities.

Advocating for Missouri Workshops in D.C.

MASWM increasingly benefits from advocates in Washington, D.C. focusing on national issues of importance. Randy Hylton, MASWM's legislative chair, recently attended the ACCSES Annual Conference in Washington, learning about current federal issues facing providers and advocating on Capitol Hill.

"ACCSES is extremely proud to have MASWM as a member of ACCSES," noted John D. Kemp, ACCSES CEO. "MASWM's participation in ACCSES has provided us great insight into promising practices by sheltered workshops on working with people with disabilities. This

valuable knowledge, provided by our members, assists all providers across the country in our advocacy efforts in Washington."

ACCSES staff is working on a number of issues to support the work of providers across the country, including those within MASWM. One main focus is the extension of the enhanced Federal Medical Assistance Protection (FMAP) that is currently set to expire on Dec. 31. ACCSES staff is working hard with a number of coalition groups to extend the federal support through June 30, 2011.

Extending FMAP is a hard sell but one

that needs to be made to prevent drastic cuts to Medicaid programs within states.

ACCSES is also working with Congressional staff to lay the groundwork for the reauthorization of the Workforce Investment Act, which includes the Rehabilitation Act. This program allows people with significant disabilities, who are currently unable to compete in the competitive marketplace, the ability to work under the supervision of trained providers and still get paid a wage based on their productivity level.

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DOL Issues Draw Sharp Focus From Missouri Workshops

One of MASWM's major communication efforts this year involved Section 14(c) of the Fair Labor Standards Act by the Department of Labor.

The effort, another example of MASWM's use of ACCSES resources, began with a 2009 review of DOL penalties, but also included clarification about changes in DOL terminology. One manager spoke for many when she noted that many of their critical time studies were voided because of DOL enforcement.

"Our time studies are all wrong because we used our three fastest times," noted Lauren Boland of Perry County Sheltered Workshop. "That's what I thought we could do (but now) DOL says we have to use a fast, medium and slow. It's killing us. This will affect all workshops who use fastest times."

Although individual shop issues were not resolved, MASWM Legislative Chair Randy Hylton worked with ACCSES CEO John D. Kemp and ACCSES Legislative Team member Charlie Harles to gather considerable information.

Harles noted that nothing in the DOL handbook refers to "fast, medium or slow." Workshops must time study non-disabled staff who have been given sufficient time to practice and prepare and if they are the fastest, then it meets the DOL handbook requirement.

"We have all seen DOL staff try to

interpret the standards before, and it seems they are trying to do that here," Hylton noted. "It all depends how much information you give them and how much you want to have them stand by the field operations handbook."

Harles also noted that, in order to compute a commensurate wage rate, employers must determine how long it takes the "standard setter" (the average, experienced worker who does not have a disability) to perform the job. "Time studies are normally conducted using staff members of the facility (individuals without disabilities

for the work) who have been given sufficient time to practice and prepare," he added.

Earlier, Harles created the summary below for ACCSES members on the improvements in 14(c) compliance. The results from the past year were improved, with fewer violators and lower back wages found. However, there were also fewer investigations made. He also found that 43 of the 140 employers investigated did not owe any back wages. This means there were probably record-keeping violations, but no back wages due.

Sponsors Show Important Business Ties

MASWM's annual meeting in April saw the generous sponsorship of two events.

The Friday breakfast and meeting banquet was provided by the Sheltered Workshop Insurance of Missouri. SWIM needs little introduction to MASWM members, and their underwriting of the breakfast was appreciated.

Less well known may be Vertex Systems, Inc., which sponsored the breakfast Thursday.

Vertex Systems, Inc. is an active participant in a number of national, regional and state-level associations and is working with MASWM to develop a payroll program that will address many of the tough issues facing Missouri workshops. Their sponsorship of the banquet was a good way to meet with managers, spokesman Jamie Bellomy said.

"Our sponsorship of the recent MASWM annual meeting was very rewarding," he explained. "Our involvement helps us stay in the mainstream and leads to greater understanding of the issues and problems our customers have to deal with to stay in business and meet the needs of the people they serve. The MASWM members we have talked with have been particularly gracious and made us feel welcome."

Since 1981, Vertex has focused exclusively on the unique business and software requirements of sheltered workshops by

helping them meet the complex demands of their consumers, regulators, and funding sources. Their software and services cover piece and hourly rate payroll, time and pieces collection, DOL compliance, job costing, demographics and financial accounting. Vertex has more than 250 customers nationally.

Vertex is glad to put you in touch with other Vertex customers if you would like. Just contact us via email or phone, and we will put you in touch to learn how the Vertex Client Payroll Manager has helped them pay clients and enforce rules for DOL compliance.

For additional information, visit the Vertex website at www.vertexsystems.com, call them at 866-981-2600, or email at info@vertexsystems.com.



Staff and consumers of Scenic Rivers Sheltered Industries in Salem went on an outing June 17, visiting the beautiful U.S. National Forest area Lane Spring, near Edger Springs. Participants enjoyed playing horseshoes, croquet, baseball, badminton and an afternoon barbeque.



State Representative Chris Carter III visited Worth Industries, Inc., in St. Louis in April. A member of the House Finance Committee, Rep. Carter is in his first term and was eager to learn more about Missouri workshops. Executive Director Dave Orr provided an extensive tour and orientation.

Grant Helps Laclede Boost Recycling Efforts

Laclede Industries Sheltered Workshop received funding in the amount of \$45,000 from the United States Department of Agriculture Rural Business Enterprise grant.

Manager Linda Kimrey reported that this funding was used to purchase a new Bobcat and accessories which will enable Laclede Industries to more effectively handle growth in its recycling operation.

Over the past year, Laclede experienced a 1.6 percent in raw product associated

with the recycling business unit. With the new equipment, they can move raw products from bunkers that collect mass amounts into horizontal bailers. After compacting, the Bobcat is then used to move the bailed product to rows of like products where they await shipment to end processors. The new Bobcat also allows Laclede Industries the opportunity to keep their grounds cleaner through use of a sweeper and to make their recycling dropoff area safer, through use of the

Bobcat blade.

Laclede Industries is very thankful that they are able to continue to provide dignified employment for individuals with disabilities, while at the same time offering individuals and businesses an opportunity to be socially and environmentally responsible by promoting reduction and reuse of material as well as providing recycling services for those same entities, in and surrounding Laclede, Camden, Morgan, Miller and Pulaski Counties in Missouri.



Girl Scout Troops 70228 (Daisies) and 70229 (Brownies) visited the Boonslick Industries Recycling Program on April 15. The scouts were in the process of studying for Earth Day and learned the importance of recycling paper, cardboard and textiles on their tour of the Booneville workshop. Executive Director Vicki McCarreell showed the girls the operation's bailer.

Workshops Busy Across Missouri

Director Pollyann Nicholson of Northeast Missouri Sheltered Workshop noted her new e-mail address, nemoworkshop2@yahoo.com.

Allen Floyd is the Director of Employment Services for the Rehabilitation Institute of Kansas City. His e-mail is allen.floyd@rehabkc.org, and the phone number there is (816) 751-7700.

Dave Orr is the new executive director of Worth Industries in St. Louis. The shop is at 4124 N. Broadway, St. Louis and the telephone is (314) 231-6600. Dave's e-mail is dave@worthindustries.com.

Manager Dorothy Johnson of Big Springs Sheltered Workshop in Van Buren notes several changes to

their contact information. The workshop's new address is HCR2 Box 2690 C, Van Buren, Mo 63965 and their phone is (573) 232-8507. Her e-mail address is workshop@centurytel.net.

Rodney Shivers is the new manager at Handi-Shop in Mexico. His e-mail is Rodney@handi-shop.com. The phone there remains (573) 581-1191, and the website is www.handi-shop.com.

Peggy Lindsay is the new Director of Rehabilitation Services and manager at the Jewish Vocational Services Workshop in Kansas City. Her e-mail is plindsay@jvskc.org.

Jeff Arnold, managing director at Manufacturers Assistance Group in Poplar Bluff, has a new e-mail address: jmagam@mycitycable.com.

During the annual spring meeting, the Missouri Association of Sheltered Workshop Managers honored a Missouri legislator for eight years of solid support. House Minority Leader Paul LeVota, D-Independence, was recognized for his support of sheltered workshops and disabled Missourians during his eight years of service in the House of Representatives. MASWM legislative representatives Mo McCullough and Lynne Schlosser made the presentation during the banquet.



Officers Elected For 2010-2011

The nominated slate of officers for the annual MASWM meeting was approved, with the 2010 officers continuing as expected through 2011: President Bill Barr, Vice-President Bob Koch, Secretary Bob Engemann and Treasurer Dee Froneberger.

The nominating committee consisted of Rick Kyle, Chuck Bailey, and Eric Giebler, chairperson.

Workshop Programs Typify Creative Efforts Across Missouri

Cooperative Workshops, Inc. in Sedalia is typical of many workshops across Missouri: they work hard, but they also try to work smart, especially when a creative effort will provide jobs for people with disabilities.

CSI is a branch of the Center for Human Services in Sedalia. Although the men and women there may have disabilities, they are able to perform many different kinds of jobs, from packaging to assembly, for local manufacturers. They also work on CSI's own first aid kit line, which is sold to the federal government. They also have work crews that go out into the community to provide services such as grounds maintenance for the local school district and commercial businesses, housekeeping and construction site cleanup.

CSI is excited about two of their most recent achievements: they developed a new line of emergency preparedness kits, and they partnered with the city of Sedalia to create a recycling center.

The kits grew from recognition of the increased threat of pandemic viruses. As a



result, personal protection has become more important than ever, so CSI designed a new preventative kit called the Standard Pandemic Flu Kit. This kit contains face masks, alcohol wipes, vinyl gloves, hand sanitizers and tissues. These items are essential in helping to prevent the spread of viruses.

Earlier this year, CWI and the city of Sedalia entered into a partnership to create

Summer 2010 Meetings Planned

The Department of Elementary and Secondary Education in cooperation with Sheltered Workshop Insurance of Missouri has scheduled regional safety training seminars for July, August and September. For more information, contact Alan Schmitt at alan_schmitt@ajg.com or by calling toll free 800-877-8218.

The next MASWM meeting will be the fall program in Branson on October 4, 5, and 6 at the Chateau On The Lake. Look for information on the MASWM website and via e-mail in August.

One event will be worth attendance by itself. Carla Bunch from the St. Louis Department of Labor office and Chely Scarborough from the Kansas City DOL office will be the presenters at the October MASWM conference on Tuesday, October 5 in Branson. The topic will be DOL Commensurate Wage compliance. The information has been sent to Aaron Martin for final scheduling.

The Recycling Center. Both parties realized that recycling is vital to the environment regardless of what the market bears. The goal was to reduce the expense and the amount of waste that goes into the landfill.

MASWM

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Mission

Sheltered Workshops in Missouri share a common mission of providing dignified and meaningful employment opportunities for people with disabilities.

If you have questions regarding the Missouri Association of Sheltered Workshop Managers, please contact: Richard "Mo" McCullough, (573) 619-1482 or workmscamo@embarqmail.com; or President Barr: Phone: (573) 36-7934, Fax: (573) 346-1214, E-mail: bill@lakeareaindustries.org.



Manager Linda Gifford announced that Pulaski County Sheltered Workshop would like to thank Realty Executive Watson Associates for the generous donation of \$50,000. Among those present for the recent presentation were (from left) Eddie Coleman, Lorna Burrus and Mr. James Watson. This donation will also be eligible for a 70 percent Neighborhood Assistance Program tax credit which will save the donor \$35,000 in Missouri taxes.