

President's Corner

## A Year to Remember for MASWM and Missouri

by Bill Barr, President, MASWM

FY '09 has proven to be a year to remember for MASWM. We had to say goodbye to two old friends, George Burruss and Bob Wilson, our long-term legislative consultants, with their retirements in December. We also said goodbye to Chuck Reade, a long-time Missouri Technical Field Supervisor and friend to MASWM.

We made a new friend this year as well when we hired Mo McCullough as our new legislative consultant. Mo has proven himself to be a fast learner and a very hard worker.

A small group of workshops submitted a lawsuit to clarify legislative and statutory funding for all Missouri workshops. In May, those workshops received the court's ruling in favor of the workshops. This resulted in DESE paying all the workshops in the state an additional \$10 per week, per employee, dating back to July 1, 2008.

We were very successful in the legislature this session when full funding for \$90 per week, per employee, was approved.

This increased funding could not come at a better time for many of our workshops. Our success in the legislature is the direct result of our workshop managers across the state and their grassroots efforts. Thank you for your hard work.

Much has been accomplished but new challenges are ahead. We will be closely

watching Washington as efforts are being made to change Section 14C as well as preparing for the next Missouri legislative session and the appropriations process.

I hope to see you at the October meeting in Branson.

*(Bill Barr is Executive Director of Lake Area Industries, Camdenton)*



*Students from St. Peter and Paul School in Boonville visited the Boonslick Industries recycling center on Earth Day, April 24. Boonslick is just one of 34 workshops involved in recycling Missouri product (more on page 4).*

## Legislative Session Sees Dramatic Results

Budget shortfalls and other issues made the 2009 Missouri Legislative session dramatic, but few issues were as remarkable as funding for Missouri's sheltered workshops tied to House Bill 2.

Covering appropriation money for the Department of Elementary and Secondary Education, including the Workshop Division, HB2 was finally passed and signed with a \$24,786,000 budget for workshops—but not before a great deal of discussion and hard work.

Fortunately, the effort began with a well-documented outline of workshop finances, including a report organized by MASWM Legislative Chair Randy Hylton. The report included information from nearly 20 percent of the workshops on sales losses in the current economy. Along with other important information, the report showed that Missouri workshops saw a 19.28 percent drop in sales for January 2008 vs. 2009. Sales for

*(please turn to page 2)*

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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.

## Legislative Session Sees Dramatic Results

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February 2008 vs. 2009 were down 19.55 percent. At that rate, workshops would see a sales loss of \$13,716,279 for FY2009.

Fortunately, those and other issues were noted by Governor Jay Nixon and DESE, which proposed a budget of \$24,786,00 for FY 2010.

Unfortunately, the legislature's proposal was for only \$21,198,354, a reduction of nearly 15 percent. Combined with the sales loss, workshops would have been facing a drop of more than \$17,000,000 of funding for workshops in 2009 and nearly \$30,000,000 over the past two years.

These numbers represented a potentially devastating scenario for workshops across the state and their more than 8,000 workers with disabilities.

Workshop members were up to the challenge, however. Literally hundreds of managers and their supporters contacted their local legislators, sharing this information in order to let them know that more than any time in the past Missouri needed

to have the full funding for sheltered workshops from the state legislature.

The results were gratifying. In early May, the house and senate passed the full, \$24 million funding for workshops and the bill was later signed by Governor Nixon. Although this more than two-month drama included important action by a number of senators and representatives, some standouts included Representative Jason Holsman (D) of Kansas City who submitted the budget increase and House Budget Chairman Allen Ictet (R) of St. Louis County who allowed a critical amendment and spoke for its passage.

After unanimous passage in the House, the bill received a boost from Sen. Gary Nodler (R) who stood up on the Senate Floor and recommended accepting the House Bill. And of course, Randy Hylton and Legislative Consultant Richard "Mo" McCullough were extremely busy throughout the entire process.

## Survey Shows Competitive Employment Picture For Missouri Workshop Referrals

An interesting sidelight to a report by the Department of Elementary and Secondary Education Division of Sheltered Workshops showed the number of employees referred to competitive jobs.

The survey was taken in March 2009 to determine the amount of referral activity from Extended Employment/Sheltered Workshops to community based, competitive employment. There were 90 responding Workshop corporations out of a total of 93. The requested data is for a period of two years (2007/2008).

Of the more than 8,000 workshop employees statewide, 330 or four percent were newly placed in competitive jobs during the period. Of those, 121 (37 per-

cent) returned to the sheltered workshop while 142 (43 percent) stayed in their competitive employment. Sixty-nine (21 percent) lost contact with the workshops.

In relaying the information, Sheltered Workshop Division Director Fulvio Franzi noted the information indicates that the Extended Employment Sheltered Workshops are active in referring employees to other appropriate employment options by working cooperatively with local agencies and employers. He said an area needing further research is to identify means to reduce the "lost contact" percentage by working with agencies that conduct employment referral/follow up services.

## Rest-Area History Illustrates Workshop Quest for Contracts

The Missouri Association of Workshop Managers recently recognized a nearly 25-year-old story that began with some down-to-earth issues.

In recognition of her efforts to secure a new contract area for workshops, Manager Martha Viar-Stevens of Pemiscot Progressive Industries in Hayti was presented with a plaque and other items by MASWM. Ginger Williams, Manager of Missouri Community Improvement Industries in Farmington, made the presentation June 12 because Martha was unable to attend the MASWM spring meeting.

“I felt it important that Martha be recognized for bringing the idea of maintenance contracts to the Governor’s attention,” Ginger reported. “Due to her tenacity and foresight, rest-area contracts have not only brought millions of dollars in revenue to sheltered workshops around the state, but have also given our employees a reputation for producing high quality work. It was an honor for me to deliver this award to Martha!”

For several years, Martha was in fact a one-woman lobbying effort to make this major change a reality. Today, she emphasizes the help from former Sheltered Workshop Division Director Otis Thompson and others. Her own words tell much of the story.

Martha’s motivation at first was the location of a visitors center near the Missouri-Arkansas border. “I was also very verbal about the deplorable condition of the grounds and restroom facilities,” she recalled. “I stated that our workshop could do a fine job of correcting that problem.

“Very shortly after that, Steve, my husband, and I attended a function with MoDot (Missouri Department of Transportation) people present and among them was the Chief Engineer,” Martha continued. “I feel sure that I had something to say to anyone who would listen to me at the various functions we attend-

“I know...the dignity of receiving a paycheck is what we do. That is important.”

ed. All I did was talked to anyone I felt was in a position to do good for us.

Finally, in the mid-1980s, Martha received a call from Thompson who asked, “how would you feel about doing the janitorial work at Marston rest area?” The arrangement was a 90-day test—but as history proved it was an outstanding arrangement not just for Pemiscot County but workshops throughout Missouri.

“MoDot called me later and asked if I would continue the work until they could get a proper contract drawn up and would I write our standard operating procedure for the caretaking which our workshop employed,” Martha recalled. “Later, I was asked to do the janitorial work at the Steele rest area also.”

Martha noted that MoDot was an outstanding “boss.” “I have never had a better business relationship than with MoDot,” she said. “The contract with them certainly allowed us to do so much for our people as well as for the people hired to support their effort.”

As often happens, the work generated a number of auxiliary jobs. “The barrels ‘for cans only,’ for which our local welder made the prototype, was approved by MoDot and installed at each rest area. These cans have been a great moneymaker for our workers’ Christmas fund. I hope it has proven as helpful to other workshops.”

Perhaps most moving of all is Martha’s explanation of why such efforts are important to workshop employees who have disabilities. One day she was introducing a new employee and decided to let another employee show him the workshop. Both were affected with Down syndrome.

The young man being shown the workshop finally asked, “how much money do you make?” The answer was very brief: “A

paycheck.”

“I often think of that day and know that giving those two young men, and other men and women in their peer group, the dignity of receiving a paycheck is what we do. That is important.”



*Maureen Alexander, Rehabilitation Liaison, Vocational Rehabilitation, presented Jerry Tindall of MASWM with an award for the organization’s support of rehabilitation throughout Missouri.*

### MASWM Earns Award

A MASWM representative exhibiting at the Missouri Rehabilitation Association State Conference was recently presented an award for MASWM’s support of rehabilitation.

Jerry Tindall, assistant director of Vocational Services, Inc., in Liberty, was presented with the Max T. Prince Exhibitor’s Award following a conference at Lake of the Ozarks in early June.

The Exhibitor’s Award was instituted in 1999 to honor Max T. Prince, a monumental friend to rehabilitation and a long time chair of the exhibits committee. This award recognizes a vendor who exemplifies going the extra mile to support MRA and rehabilitation efforts in their own community.

Tindall has represented MASWM at the annual conference for more than 10 years.

# Workshop Recycling Efforts Impact The Entire State

**Boonslick Industries Inc. of Booneville** has found that recycling has many positives. It created 44 jobs for BII workers with disabilities, kept 1.8 million pounds of paper, cardboard and textiles out of landfills and saved local businesses and households, saved \$39,000 in dump fees in 2008. The workshop is on track to process two million pounds in 2009! The challenging part has been the drop in price this year, to one-third of the amount that was taken in last year in sales of the

commodities.

Workshop leaders C.J. Welch and Vicki McCarrell report that BII has been notified it has been approved for a \$55,200 grant from Mid Missouri Solid Waste District, Region H, for another horizontal baler. Last year BII received \$44,800 in grants from Mid Mo Solid Waste for a conveyor belt and bins, and a \$4,775 grant for a can crusher and bins.

BII processed 1.8 million pounds of paper, cardboard and textiles in 2008 and

is on track to process 2 million pounds in 2009.

On April 24, BII celebrated Earth Day by holding an open house for the community to visit our recycling program and some staff and clients gave a presentation to students at Central Elementary School in Booneville.

On Friday, April 24 Boonslick Industries Inc. held an open house for people to visit our recycling program. Several schools brought students to tour and learn more about recycling. Some of the staff and clients from the day program visited a local elementary school that day and did a presentation on recycling.

**Foundation Workshop, Inc. of Grandview** opened FWI Community Recycling in November, 2008. The center has given FWI a way to expand community employment opportunities and help the environment of the community by diverting waste from local landfills. FWI Community Recycling is the first recycling center Grandview has had. Beside drop-offs, employees take a box truck on commercial pick-ups throughout Grandview and South Kansas City.

**Laclede Industries in Lebanon** has been very busy lately. The workshop's recycling program is going strong, even through the economic slumps.

Office manager Laura Johnson reported that Laclede is currently collecting plastic No. 1 and 2, paper (including office paper, magazines, and newspaper), tin cans, aluminum cans, cardboard, clothing (including shoes and purses), and glass.

Laclede has been the recycling facility for the city of Lebanon since July 2006. In 2008, they sold approximately two million pounds of recycled materials. This year they have sold close to 1.2 million pounds of recycled materials.

**The Monroe City Sheltered**

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## State Report Shows Dramatic Results

Some 34 workshops in Missouri are currently involved in recycling a variety of products. A recent study in fact showed that these workshops recycled an estimate 18,682 tons of material in 2008 alone!

Fulvio Franzi, director of the Sheltered Workshop Division for the Missouri Department of Elementary and Secondary Education, recently completed an eye-opening survey of recycling efforts. Along with the impressive material totals, he also found that the work helps employ some 500 of the state's people with disabilities, providing an important and increasing opportunity for workers statewide.

Other results from Franzi provided critical details. Currently, 34 Sheltered Workshops conduct a variety of recycling operations; in order of volume, in the past calendar year they are:

Corrugated .....	6,778.0 Tons
Textile .....	6,118.3 Tons
Office Paper .....	2,692.6 Tons
Newsprint .....	1,681.1 Tons
Plastic.....	571.5 Tons
Metal (ferrous).....	351.9 Tons
Wood.....	337.9 Tons
Aluminum .....	151.2 Tons
<b>Total.....</b>	<b>18,682.5 Tons</b>

Development of such "new" business is important for workshops because less than 25 percent of workshop revenue

comes from the state to offset the cost of additional supervision and overhead costs related to the employment effort of persons with disabilities. The workshops must rely on the balance of their operating funds from contract work obtained from private industries or public entities. As Franzi noted, "...they are examples of industrial/business models to support the mission of employment opportunities for persons with disabilities." They employ more than 8,000 persons with disabilities as well as nearly 800 administrative, supervisory and support personnel.

In FY-08, Sheltered Workshops produced nearly \$75 million in contract revenues against a \$21 million state investment (nearly a 4:1 return). Recycling represented approximately 10 percent of contract revenues.

The recycling efforts are conducted as stand-alone operations, private/public (municipal) contracts or a combination of both.

The current depressed markets for recyclables has caused several operations to pare back the operations since the payroll and overhead burden is greater than the income and storage capacity is strained to its limits. As income from recyclables increase, many of the operations plan to return to, or expand, their efforts.

# Missouri Association of Sheltered Workshop Managers

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**Workshop** began their recycling in 1995 with a small vertical baler. The baling was done outside on a concrete slab in snow, rain and occasionally good weather. The route consisted of Monroe City businesses and a pen was set up outside the workshop for the public to drop off recycling.

But soon the idea of recycling was catching on and it became necessary to expand. In 2004 a new recycling building was built and was dedicated to processing recycling only. A grant helped to purchase a new horizontal baler.

The routes grew to include Monroe City, as well as Paris, Shelbina, Perry, New London, Palmyra and Hannibal.

Things were moving along pretty well with recycling until March 12, 2006 when a tornado came through Monroe City and completely destroyed the recycling building and another building belonging to the Workshop. With many dedicated individuals from local, state and the federal level, June 2008 saw a new 35,000 square foot building dedicated on a new site in an industrial area.

The building was built with the idea of making recycling easier to process. The drop off for the recycled items, which is located outside the building, is used continually 24-7 by the public.

The workshop now has three balers, which bale cardboard, plastic, aluminum, paper, metals and clothing. With two recent grants the Workshop is expanding to do shredding and composting. Many tons of waste has been eliminated from going to the landfills since the start of recycling by the Monroe City Sheltered Workshop.

For the past year, **Project, Inc. in St. Louis** has been seriously involved in recycling fluorescent, sodium/mercury vapor, halogen lamps and ballast.

By advertising in the *St. Louis Post Dispatch* both residential and commercial customers have learned about the opportunity to properly dispose of mercury con-



*Students from St. Peter and Paul School in Boonville visited the Boonslick Industries recycling center on Earth Day, April 24. The tour was an excellent chance to show off the workshop's extensive recycling program.*

taining lamps. HTR in Lake of Ozarks reclaims all the waste from the lamps. The elemental mercury and phosphorous are sold into the metals market, glass is recycled into many products as are the metal ballast. None of the components enters a landfill. The St. Louis Zoo is one of the many notable customers that Project serves along with many of its business base customers.

One of the challenges is educating customers that the service is not free. Unlike recycling aluminum cans where the product has value to the recycler, fluorescent lamp recycling costs money. Any profit comes from the fee charged to the customer who recycles the lamps. Also, teaching commercial accounts about Missouri law comes with its interesting moments, too. But with the EPA dumpster diving these days, commercial accounts run a great risk in trashing the lamps.

Making the process easy for customers is also part of the selling cycle. Project, Inc. owns a 24-foot box truck that makes scheduling pick-ups easy. HTR provides the storage boxes free of charge as long as they are recycled with them. The customer can safely accumulate lamps for routine pick-up or delivery to Project. Project then holds the lamps until 2000 are accumulated for HTR to pick up. Certificates of recycling are also available at the customer's request.

**Tantone Industries, Inc. in Branson** received a Green Initiative Award for initiating and assisting recycling opportunities in the Tri-Lakes Business Community. They received the award on April 24 from the Mayor of Branson, Mayor Rae Anne Presley.

General Manager John Cox noted that Tantone purchased a box truck last September. They collect paper and cardboard from local businesses. Along with other benefits, this has helped to make them known in the community. Tantone collects approximately eight to 10 tons of paper a month that would have gone to the landfill!

Tantone also has a contract with the City of Branson to supply people to work at the City Recycling Center. This has gone very well over the last six months. It employs four people 12 hours per week! The workers with disabilities love being out in the community and the community loves the service they provide.

Community involvement has been notable as well. Tantone had two community partners in this effort, and they have their graphic on the truck.

As of July 1, 2009, **Web-Co Custom Industries in Marshfield** will be taking over the Warren Beck Memorial Recycling Center in Marshfield. The workshop's area of pick-up will encompass all of Webster County.

This development is an opportunity for growth in the community and hopefully new placement of certified employees waiting to be hired. Web-Co would like to see an increase of an additional 50 percent in revenue by next year with the extended hours of operation, which will be 8 a.m. to 4 p.m. Monday through Friday, and from 10 a.m. to 4 p.m. on Saturdays. They hope to encourage the Webster County citizens to utilize the center more frequently in an effort to be "Green" and this will give our certified employees an opportunity also to interact with members in the community.

## Workshop Updates

Manager John Cox reports that **Tantone Industries, Inc.** was named the Not-for Profit of the year 2009 by the Branson Tri-Lakes Chamber of Commerce!

Executive Director David Orr at **Worth Industries, Inc.**, in St. Louis, recently announced the workshop's new Web site address: [www.worthindustries.com](http://www.worthindustries.com).

Executive Director Pam Martin at **Bates County Industries** has a new mailing address and e-mail address. The shop's address is P.O. Box 535, Butler, MO 64730. The e-mail is [batescountyindustries@gmail.com](mailto:batescountyindustries@gmail.com). The phone remains

660-679-3667.

**TEMCO, Inc., in Marthasville** has a new Web site. Executive Director Robert Engemann reports that the new Internet site is [www.temcoworkshop.org](http://www.temcoworkshop.org).

**Joplin Workshops, Inc.** won a contest through Heartland Technology Solutions in conjunction with Hewlett Packard and Microsoft for new network servers and software worth \$26,000. The contest was called "Pimp my Infrastructure". The new equipment and software allows the workshop to upgrade to the latest office software. It has propelled our accounting pro-

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*Joplin Workshops, Inc. won a contest through Heartland Technology Solutions in conjunction with Hewlett Packard and Microsoft for new network servers and software worth \$26,000.00. Present for the award were (from left, front) Julie Michel and Kevin Tomlin, HTS, Kim Newby, Ron Sampson JWI, (back) Larry Hedin and Jane Cage, Business Partners of HTS.*

## Lamar Enterprises Sees Both Challenges, Benefits of Recycling

Lamar Enterprises, Inc., in Lamar is a good example of the broad use of recycling programs by Missouri sheltered workshops.

Lamar Enterprises currently accepts cardboard, paper, newspaper, magazines, aluminum, tin, two types of plastics along with clothes, shoes and belts from their local Good Samaritan Shop.

Manager Judd Chesnut noted that recycling covers a broad field. Lots of materials must be sorted and then baled and stored until enough poundage is available to be shipped to the mill. Lamar has found that recycling takes a lot of space. When the price was down this winter Lamar in fact had three-fourths of the parking lot filled with bales of cardboard, plastic and tin.

Overall support has been dramatic, however. "We owe a lot to the community for their efforts to recycle," Chesnut said. "It has been overwhelming at the businesses, individuals and schools that participate."

Chesnut noted that advertising was the key in the beginning, although now the questions seem to be what do we recycle and how to prepare it for recycling.

In order to get a quality price for prod-



*Lamar Enterprises is among the Missouri workshops that help the environment, help provide jobs and help their local economy through recycling.*

ucts, the operation must be very competent at sorting and baling correctly.

State grants helped purchase the equipment. Now, with an overwhelming need to expand, Lamar has been granted funds to build a large warehouse. Phase I, which consists of a concrete slab and dock, is complete. The total value of this project is estimated at \$163,262.00.

Lamar's employees with disabilities take pride in knowing what items they take and how to sort them for baling. "It's a lot of hard work but very rewarding," Chesnut reported. "The first five months

of this year we have baled 201 ton of recyclable products. Of that amount 85 ton is cardboard alone."

Along with recycling, Lamar also has a document shredding business. Individuals and businesses can bring materials to be shredded for a fee. Steady customers include local hospitals and banks.

From these materials, Lamar creates recyclable cardboard pallets from materials received in from local business and shred cardboard to sell as packing material to the public and businesses. All this takes place along with other contract jobs for packing, collating, weight counting, sorting and our own T-shirt transfer business and grounding wire harness business.

Lamar Enterprises currently use s two Down Stroke balers and one Horizontal Baler to bale all our recycling products plus three Dempster four-bin trailers, six 16 foot trailers and one flatbed trailer. They have a recycling "drop off" station at the workshop and a smaller one, one block off the town square. The community businesses are very willing to recycle. These trailers are placed at various businesses including Barton County Memorial Hospital for cardboard and other recyclables.

## Workshop Updates

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gram to another level by ease of use.

**Laclede Industries** was doing the maintenance last year on the Conway rest area when the Missouri Department of Transportation determined the facilities needed to be rebuilt and replaced a Missouri welcome center. MoDot finished the rebuild in April and the workshop was awarded the for-bid contract and began work May 1.

The new facility is beautiful. It is all "Route 66 themed" with a Welcome to Missouri Information Center on both



*Scenic Rivers Industries earned first place in the recent July 4 parade, winning \$100.00. Kim Newby and Ron Sampson of the Joplin Workshop accepted prize money for a contest through Heartland Technology Solutions in conjunction with Hewlett Packard and Microsoft for new network servers and software worth \$26,000*

sides. The Chamber of Commerce of Lebanon operates the center on the east side and MoDot operates the center on the west side.

**The Monroe City Sheltered Workshop** received a grant from Mark Twain Solid Waste in the amount of \$17,982.26 to purchase a shredder, a security camera and a fenced in security area for document shredding. The grant will also allow the Workshop to purchase several recycling containers for plastic bottles and aluminum cans to work in conjunction with the Park Board Association in Monroe City to encourage recycling in their town. The containers will be located in several areas in town to collect the recycled items.

The Monroe City Sheltered Workshop also received word that they will be receiving a grant for \$24,964 to purchase a lawn tractor with attachments to use in their new venture of composting. They will be purchasing large recycling containers to put at the local Nutrition Center and the grocery store to collect food waste for the composting.

**Bates County Industries** has agreed to be a disaster and emergency shelter for the American Red Cross. Saturday, June 20, we had a county wide drill in which all of our county commissions were present for

the event. Red Cross from Kansas City, emergency medical technicians, fire department, weather service, sheriffs department, police department, animal control, health department and local church all participated. The drill was a huge success and we now feel better prepared to care for the citizens of our county if the need arises. It also was an excellent opportunity to introduce their recycling division and heat transfer division to many people that did not know or understand our mission.

Jennifer Hazlett was named **Warren County Sheltered Workshop, Inc.** Executive Director as of February. She has been with the workshop for 13 years, having started with the shop when 17.

After two and half years of searching, **Project, Inc. in St. Louis** has found a new home! Once a customer's printing factory, the 46,000 sq. ft. plant has three large rooms for general operations, an enclosed room for pharmaceutical processing, a large warehouse with high cube area, spacious offices, off-street parking and beautiful landscaping. Renovations began in June when the architectural team begins the building layout. The larger space opens new opportunities for more diverse work.

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## Boone Center Annual Event Sees Major Support from Area Businesses

The Boone Center, Inc. Foundation held its 11th annual "Wing Ding," on June 11, to benefit the employees of BCI, a facility-based contract packaging company that employs over 200 adults with disabilities from St. Charles and Lincoln Counties.

Headlining the event were the 23 area restaurants serving up enough wings to feed a hungry crowd of nearly 4,000 gathered at the Bass Pro Shop in St. Charles. Major sponsors included UMB Bank,

Kohl's Trucking, and hosting sponsor, Bass Pro Shop. Tim Ezell of Fox 2 in the Morning brought life to the evening's activities, doing a play by play of the wing eating contest, then co-hosting the "BCI Big Buzz" game show on stage with Foundation Events Coordinator, Leslie Pugh. BCI Foundation organizes several fundraisers over the course of a year, but Wing Ding has been its most successful event, the first one held in 1999. The mission of the foundation is to support the

growth of employment choices for adults with disabilities through advocacy and philanthropic efforts.

Currently, BCI owns two buildings on its property in St. Peters, housing three related companies: BCI, the contract packaging facility; BCI Foundation; and CEO (Community Employment Opportunities). CEO is the most recent addition to the organization, offering job placement and evaluation services.

## Iowa Case Illustrates Dangers Missouri Avoids in Employment Outsourcing

An Iowa case involving 21 workers with disabilities raised concerns, but also highlights safeguards such as those in Missouri that help avoid such issues.

The Iowa workers with disabilities allegedly were kept for at least 10 years on a “turkey farm” where they were paid meager wages while living in a cockroach-infested house. The arrangement actually began on a family farm in Texas that began providing community employment in the 1960s. Factors being investigated include whether the initial, good intentions were lost or if out-of-state expansion led to lax oversight.

Missouri works hard to avoid such problems for several reasons. Workshops operate all of the state’s extended employment programs and these are closely

supervised by workshop boards of directors, which are composed of community members. Other protections include several agencies, including the Missouri Departments of Education whose Sheltered Workshop Division Technical Field Supervisors help oversee the operations.

The Iowa case could lead to some legal changes. Sen. Tom Harkin, D-Iowa, convened a Senate hearing related to the case and called the revelations in Atalissa, Iowa, a “rude wake up call.” The case was widely discussed early this year and by May, Harkin was developing legislation to re-examine wage rules for the disabled, review the enforcement of the Americans with Disabilities Act and impose stiffer fines for violators.

Harkin is also the sponsor of the Community Choice Act, one of two proposals introduced this year that would significantly expand federal assistance for people in need of long-term care. The proposals could face serious opposition, however, as Republicans continue to speak out against the growth of federal programs that come with hefty price tags.

Others noted the Labor Department was understaffed. Several groups also called for more transparency in public records relating to such cases and noted attempts to investigate the Iowa case began in the 1980s but were hampered by such access.

Missouri workshops welcome practical changes but will monitor trends for regulations that could punish good operations.

## Workshop Updates

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**The Center for Human Services and Cooperative Workshops, Inc. in Sedalia** has a new Executive Director/CEO. Ann Graff (whose e-mail is [agraff@chs-mo.org](mailto:agraff@chs-mo.org)) was hired to replace Roger Garlich, who retired on May 31, 2009 after 48 years of service. Ann has worked for the Center for Human Services for 22



*Ann Graff is new new Executive Director/CEO in Sedalia's Cooperative Workshops, Inc.*

years. During her employment at the Center, Ann has held positions of Houseparent, Housing Coordinator, Director of the Community Living Program, Director of Human Resources and Director of County Operations. Ann left the Center for 6 years and worked as the Executive Director at Missouri Valley Community Action Agency. Ann returned to the Center in July, 2008 as Executive Director and became Executive Director/CEO in June 2009.

Ann holds a BSE in Special Education and a MA in Management and Human Resource Development.

**Web-Co Custom Industries in Marshfield** hosted the Safety Workshop sponsored by D.E.S.E. and SWIM for Area Workshop Managers, Supervisors and Drivers. Accident Investigation, Fleet Safety, Record Keeping and Workshop Safety Culture were included in the workshop's agenda. There was a simulated accident that participants investigated and question/answer session. Dean Wood gave a brief introduction of NISH and the Ability One Program.



*Scenic Rivers Industries, Inc. Dent County Sheltered Workshop hosted a special retirement party recently for Manager Leila Cotner. Cotner was presented with recognition plaques from Missouri Division of Sheltered Workshops Director Fulvio Franzi (left) and Scenic Rivers Board President Brian Martin. Cotner is a 21-year employee of the workshop, having started in 1988 as a secretary and bookkeeper. She became manager in 1988. “The most rewarding part of the job is working with the people in the workshop,” she said. “It’s such an important asset to the community. I’m proud of the employees and we have always had a great board of directors to work with.” Leila and her husband, George, plan to spend more time with family, travel, fish and hunt.*