

Extended Employment Sheltered Workshop Program

February 8, 2019

Budget

FY19 (Current July 1, 2018-June 30, 2019): Fully funded.

This month's expenditure: \$2,096,725.00

YTD Expenditure: \$17,134,656.21

DESE-EESW

FY-19

	Employees	FTE	Hrs. Wkd	Wages Pd	Avg. Wage	Wait TBH
Current	5878	4513	571,409	\$2,255,384.00	\$3.95	295
<i>Last year</i>	<i>6018</i>	<i>4379</i>	<i>582,104</i>	<i>\$2,126,757.00</i>	<i>\$3.48</i>	<i>242</i>
YTD	5903		3,603,109	\$17,589,343	\$4.16	270
<i>Last Year YTD</i>	<i>6021</i>		<i>4,343,179</i>	<i>\$16,911,798</i>		



News

- Employers are required to review their prevailing wage rates and, if necessary, adjust the special minimum wages (commensurate wages) earned by workers with disabilities.
 - ✓ *Remember, your surveys must be done in your **local** (county of your business), **area** (counties touching your county of business), or **region** (as defined by geographic region, in Missouri they are Northwest, Northeast, Kansas City, Central, St Louis, Southwest, Southeast).*
 - ✓ *It must be like and kind work, as you have described on your wage survey such as packaging or small hand assembly.*
 - ✓ *The best place to start is your very own customer or the one that supplies the work.*
 - ✓ *Must be an experienced worker rate....if for some reason the new Missouri minimum wage of \$8.60 is the experienced worker rate, a signed and even notarized letter stating that fact should be in your possession if you are going to use that wage. *note it should be for the exact type of work.*

Adjustment (if needed) to the employees' wages should be made retroactive to February 1st, thirty days after the date of the increase of the Missouri's minimum wage.

National Bills Filed on 14c.

Chairman Scott, Senator Casey, and Congresswoman McMorris Rodgers introduced a bipartisan bill to help workers with disabilities transition to competitive, integrated employment.

Article:

<https://edlabor.house.gov/media/press-releases/chairman-scott-senator-casey-and-congresswoman-mcmorris-rodgers-introduce-bipartisan-bill-to-help-workers-with-disabilities-transition-to-competitive-integrated-employment>

Summary of the Bill:

<https://edlabor.house.gov/imo/media/doc/2019-01-29%20Transformation%20to%20Competitive%20Employment%20Act%20Section%20by%20Section.pdf>

VR WIOA Counseling Fall 2018

- Career Counseling in 87 sheltered workshop locations
- 699 employees received career counseling
- 18 employees requested referral to Vocational Rehabilitation
- 2 scheduled for intake appointments
- 2 cases opened
- 1 in job development

- 14 closed due to various reasons

WIOA Section 511, effective July 22, 2016, requires all 14c employees earning a subminimum wage to receive career counseling, information, and referral to federal and state programs that offer employment-related services and supports, as well as information on self-advocacy, self-determination, and peer-mentoring twice within the first year of employment and annually thereafter.

Cumulative Missouri Workshop WIOA Data

Data includes Fall 2016, Summer 2017, Fall 2017, Summer 2018 and Fall 2018.

Data provided does not include non-DESE sheltered workshops/14c facilities.

- 13,615 career counseling's have been given to date
- *309 requests have been made for a referral to Vocational Rehabilitation
- 122 requests closed for various reasons
- 37 no longer interested chose to remain in the workshop
- 60 cases opened
- 8 still in assessment/eligibility determination
- 11 in job development
- 1 volunteering
- 12 working in complete integrated employment and cases closed successfully

**Of the 309 requests, some have been made by the same individuals during each the 4 counseling's.*

Things up coming soon

Are you ready????? For medical marijuana in your workplace?

The employer needs to....

- Revise company safety policies and drug-testing policies and procedures
- Determine applicable DOT regulations
- Review any Federal government contracts
- Update your job descriptions to include safety-sensitive requirements
- Classify safety-sensitive positions such as staff members and drivers
- Revise employee handbooks
- Attend certified training to identify marijuana impairment
- Train staff to have conversations with employees regarding medical marijuana
- **Carefully** consider medical marijuana-related accommodation requests

Employers may want to keep in mind that they might have an obligation to participate in an interactive process with an employee who lawfully uses marijuana for medical purposes—even if that employee tests positive for marijuana.

Medical Marijuana FAQ's

Can I still drug test applicants and employees?

Yes. If you have a drug testing policy and practice, continue following it and enforcing your disciplinary policies. If you employ individuals in safety-sensitive positions or other jobs that require drug testing under federal or state guidelines (drivers or staff), you will almost certainly want to continue your drug testing practices.

Do I have to let my employees work while high?

No. Missouri employers may enforce their drug-free workplace policies even after the new law takes effect. In fact, the new law prohibits employees from filing claims against Missouri businesses for wrongful discharge or discrimination based on the employer prohibiting the employee from being under the influence of marijuana while at work, or disciplining the employee for working or attempting to work while under the influence of marijuana.

Can employees consume marijuana at work?

No. The amendment also prohibits public use of marijuana. In addition to enforcing your drug-free workplace policy, you can similarly adjust other policy language prohibiting marijuana consumption at the workplace in any form.

Dan Gier

Director | Extended Employment Sheltered Workshops