

Extended Employment Sheltered Workshop Program

December 6, 2018

Budget

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

This month's expenditure: \$2,096,725.01

YTD Expenditure: \$ 11,489,484.00

DESE-EESW

FY-19

	Employees	FTE	Hrs. Wkd	Wages Pd	Avg. Wage	Wait TBH
Current	5953	4859	538,319	\$2,622,381	\$4.60	286
<i>Last year</i>	<i>6056</i>	<i>4947</i>	<i>593,583</i>	<i>\$2,368,019</i>	<i>\$3.83</i>	<i>231</i>
YTD	5994		3,031,700	\$12,798,948	\$4.36	269
<i>Last Year YTD</i>			<i>3,679,127</i>	<i>\$14,708,867</i>		



News

- **Welcome, Martin Whipple the new GM of Tanton Ind. in Branson, MO.**
- **The Fall Counseling required by WIOA presented by MO Vocational Rehabilitation have begun.**
- **Passage by the voters of the Minimum Wage Law.**

Missouri's Minimum Wage will increase January 1st, 2019 to \$8.60 per hour.

*Please make sure your staff, and even salaried employees, meet Missouri's new wage on January 1st, 2019.

Our last wage survey revealed that over 27 shops will be affected by this wage increase (63 staff members and one manger will need to have their wages adjusted).

Examples:

Non-Exempt Salary Employee: Base salary of 2,080 hrs. x \$8.60 = \$17,888.00 PLUS any and all overtime over 40 hours per week paid at time and ½.

Exempt Salaried Employees must make over \$23,600.00 and meet the DOL exemption rules

The recently passed Amendment on Missouri's minimum wage **did not** change the exemption on **Certified** employees of a Missouri Sheltered Workshop, found in Section 290.500 to 290.530 of the Revised Statutes of Missouri. It only changed section 290.502 and 290.527 and replaced it with 290.529:

Section 290.500 Revised Statutes of Missouri:

Definitions. As used in sections 290.500 to 290.530, the following words and phrases mean:

(3) "Employee", any individual employed by an employer, except that the term "employee" shall **not** include:

(g) Any handicapped person employed in a sheltered workshop, certified by the department of elementary and secondary education;

Therefore, DESE **Certified** Sheltered Workshop employees are not subject to Missouri's Minimum wage law... **but** they are still subject to the Federal Minimum wage law, unless the 14c exemption is applied per Federal Regulation.

Under 14c:

- In accordance with DOL rules and regulations a 14c holder will be required to take a new Prevailing Wage Survey by no later than the last day of February 2019. *DOL-WH is strongly advising that all employers do an actual survey instead of the % increase that is allowed by rule, since it is unsure how the Missouri business community will react to the 5 years of known wage increases*
- Then make the employees pay retroactive to and including the first hours worked at the beginning of February 2019 until the next Missouri Minimum Wage increase of January 1, 2020.

More Great News

You may now file or renew your DOL-WH 14c on line!!!!



WAGE AND HOUR DIVISION
U.S. DEPARTMENT OF LABOR

The U.S. Department of Labor's [Wage and Hour Division](#) (WHD) today announced the launch of a [new online tool](#) that allows employers to electronically submit their applications to employ workers under [Section 14\(c\) of the Fair Labor Standards Act](#) (FLSA). This new online application interactively guides users through the information needed to complete their applications, submits the applications directly to DOL, and provides users with PDF copies of their submissions.

Moving applications online helps ensure that applicants submit complete applications. It also increases the speed and security of their submissions. Users who prefer to submit paper applications by mail, however, may continue to do so. The online tool is available to new applicants as well as those renewing existing certificates. Users simply create an account and enter their information.

WHD looks forward to refining this tool and to expanding electronic capabilities supporting the Section 14(c) certificate program. Your feedback is welcomed and encouraged as we move forward to streamline users' experiences.

Access the online application system at <https://section14c.dol.gov/>.

For more info about the Section 14(c) program, visit <https://www.dol.gov/whd/workerswithdisabilities/>

Spotlight News

Congrats to Russ and his team at JSI of Arnold!!!! (see link)

<https://www.arnoldmo.org/executive-excellence/>

Area Meetings Scheduled for Manager Questions, Input

MASWM is planning a series of area meetings to measure interest, opinions and questions on how MASWM can best help managers and their shops.

Area 10, Susan Wallis, Cape Girardeau, February 2019.

Area 8, Linda Kimrey, Lebanon, March 2019.

Area 9, Russ Kuttenkuler, Arnold, May 2019.

Area 1, Susan Trump, Bethany, June 2019.

Area 2, Brian Hogan, Kansas City, July 2019.

Area 3, Pam Martin, Butler, August 2019.

Area 5, Kit Brewer, Moberly, September 2019.

Area 7, Tammi Bock, Jefferson City, November 2019.

To keep up to date please see the following link <https://www.moworkshops.org/meetings/index.html>

