

## **Extended Employment Sheltered Workshop Program**

**December 12, 2019**

### **News:**

- On January 1<sup>st</sup> the new Missouri minimum wage will be \$9.45. This could affect for your full and part-time staff.
- New minimum wage posters are out in both English and Spanish and are attached in this email.
- On January 1<sup>st</sup> the Fair Labor Standards Act (FLSA) will update the salary level test for overtime exempt status in the following ways:
  - Raising the exempt “standard salary level” from the current level of \$455 per week to \$684 per week (equivalent to \$35,568 per year for a full-year worker,
  - Raising the total annual compensation requirement for exempt “highly compensated employees” from \$100,000 per year to \$107,432 per year; and
  - Allowing employers to use nondiscretionary bonuses and incentive payments (including commissions) paid at least annually to satisfy up to 10% of the exempt standard salary level, in recognition of evolving pay practices.

For more information please see this link provided by Opportunity Workshop via Insurance for Non-Profits: <https://insurancefor nonprofits.org/blog/flsa-overtime-exempt-salary-minimum-increases-on-january-1-2020/>

### **New Directors, Managers and CEOs:**

- Earthwise Industries, *Troy, MO*: Ms. Gina Tackett (636)528-8869 [gina@earthguys.com](mailto:gina@earthguys.com)

### **Application for a new sheltered workshop in Iron County:**

DESE has received an application for a new sheltered workshop based in Iron County, Missouri. The application has been reviewed and initial inspection of the location has been completed. We are currently waiting on the prospective Iron County Workshop Board to select a date, time, and location for the public hearing in accordance with the state regulations and laws.

## **DHSS Online Reporting Now Available for Adult Abuse, Neglect, and Financial Exploitation:**

Community Partners:

In Missouri, during fiscal year 2019, the Department of Health and Senior Services (DHSS) received and investigated 39,144 reports of abuse, neglect, and exploitation involving seniors and adults with disabilities living in the community and in long-term care facilities.

The Department proudly announces the integration of a new online reporting system for mandated reporters which will ensure all concerns of abuse, neglect and financial exploitation of the elderly and adults with disabilities are reported quickly.

The new Adult Abuse and Neglect Hotline **online reporting system** will allow for secure electronic submission of adult abuse, neglect and exploitation report information, from mandated reporters and public citizens into a secure, encrypted database available 24/7 on a web-based platform as an alternative to calling the Adult Abuse and Neglect Hotline.

We ask all mandated reporters to please partner with us by entering reports online and allowing greater accessibility to the hotline for the public. In partnership, the Department would like to share the attached promotional flyer with you and encourage you to display it where it will serve as a reminder to mandated reporters.

The Adult Abuse Hotline is operational from 7 a.m. until midnight, seven days a week, 365 days a year. If you suspect abuse, neglect or financial exploitation of the elderly or an adult with a disability call the Adult Abuse Hotline at (800) 392-0210 or visit [www.health.mo.gov/abuse/](http://www.health.mo.gov/abuse/) to report online. The online reporting system is available 24/7; however, it is only monitored by intake staff during the hotline's hours of operation.

If you have any questions regarding online reporting, please reach out to the Department at 573/751-2413 or [DSDSOofficeofConstituentServices@health.mo.gov](mailto:DSDSOofficeofConstituentServices@health.mo.gov).

Thank you for your partnership!

Office of Constituent Services  
Division of Senior and Disability Services  
Missouri Department of Health and Senior Services  
P.O. Box 570  
Jefferson City, MO 65102  
Phone: 573.751.2413  
Fax: 573.751.8687  
E-mail: [DSDSOofficeofConstituentServices@health.mo.gov](mailto:DSDSOofficeofConstituentServices@health.mo.gov)

**With all of Missouri's 14c certificates due this year 2020 the following guidance has been issued:**

An increase in the applicable state minimum wage rate will most likely impact the prevailing wage rates used to determine commensurate wage rates. This may be the case even if the current prevailing wage rates exceed the new minimum wage rate. In the event of an increase in the applicable minimum wage requirements, to ensure that all workers are properly paid in compliance with the provisions of section 14(c), certificate holders must review each of the prevailing wage rates used to determine commensurate wage rates. There are two ways to adjust prevailing wage rates after a change in the minimum wage:

**(1) Conduct a prevailing wage survey and obtain new wage rates.**

Contact the sources from which you originally obtained prevailing wage rate information to determine the effect of the increase of the minimum wage on the wage rates of their experienced workers for the specific job you are surveying, or, if necessary, obtain current prevailing wage data from new sources. You should wait for the "ripple effect" of the increase, at least 30 but no more than 60 days after the minimum wage increases goes into effect. Once you have completed your wage survey, you should adjust the wage rates of workers with disabilities. The adjustment should be made retroactive to 30 days **after** (January 1<sup>st</sup> 2020) the date of the increase of the minimum wage rate or (February 1<sup>st</sup> 2020). You should make sure the updated experienced worker wage rates you collect reflect the new minimum wage. As with all prevailing wage surveys, you should document these survey contacts.

**(2) Calculate the percentage increase of the minimum wage and raise prevailing wage rates by the same percentage.**

If you make a blanket adjustment (2 above) to prevailing wage rates based on the percentage increase in the minimum wage. This change should be accomplished in the next complete pay period following the minimum wage increase. For example, if the minimum wage increased from \$8.60 per hour to \$9.45 per hour effective on February 1st, the percentage increase would be 0.0109% ( $\$9.45 / \$8.60 = 1.0988$ ). In this example, you could adjust all prevailing wage rates in the **first pay period following January 1st** by % and not conduct a new prevailing wage rate survey until you would otherwise be required to do so to maintain your section 14(c) certificate.

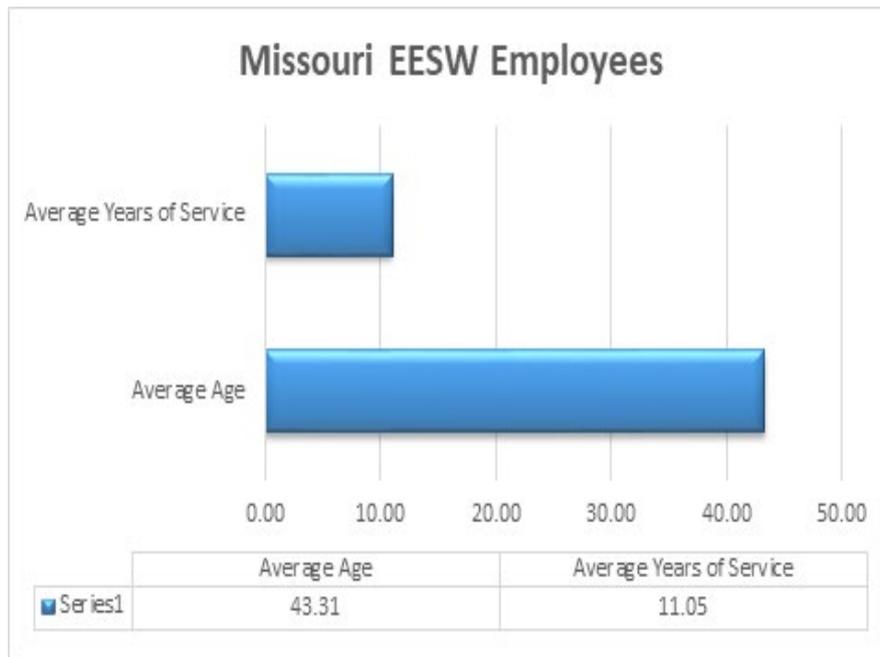
Continuing the example above, if your current prevailing wage rate used is \$9.50 per hour and an **hourly** paid worker with disabilities has a productivity rating of 65% and is paid \$6.18 per hour ( $0.65 \times \$9.50$ ), you could adjust the prevailing wage rate to \$10.44 per hour ( $\$9.50 \times 1.0988$ ) and raise that worker's commensurate wage rate to \$6.786 or \$6.79 per hour ( $0.65 \times \$10.44$ ).

To make this blanket adjustment to piece rates, multiply the existing piece rate by the percentage increase in the minimum wage. For example, if your current piece rate is \$0.095 per piece, the adjusted piece rate would be \$0.10439 ( $\$0.095 \times 1.0988 = \$0.10439$ ).

**Be sure to document the prevailing wage adjustment clearly in your records.**

**DESE-EESW Snapshot:**

	Employees	FTE	Hrs. Wkd	Wages Pd	Avg. Wage	Wait TBH
<b>Current</b>	<b>5722</b>	<b>4783</b>	<b>508,177</b>	<b>\$2,635,955</b>	<b>\$5.19</b>	<b>350</b>
<i>*Last year</i>	<i>5953</i>	<i>4859</i>	<i>538,319</i>	<i>\$2,622,381</i>	<i>\$4.60</i>	<i>286</i>
<b>YTD</b>	<b>5777</b>		<b>3,450,935</b>	<b>\$ 15,374,624</b>	<b>\$4.63</b>	<b>305</b>
<i>*Last Year YTD</i>	<i>5904</i>		<i>3,031,700</i>	<i>\$12, 798,984</i>	<i>\$4.36</i>	<i>269</i>



**The Department of Health and Senior Services, which regulates the Medical Marijuana Program, states (as of Thursday 12/5/19) that the tentative dates, by type of license, are:**

- Testing facilities: Dec. 19.
- Transportation facilities: Dec. 23.
- Cultivation facilities: Dec. 26.
- Infused products manufacturing facilities: Jan. 10.
- Dispensary facilities: Jan. 24.
- Seed to sale: Jan. 31.

DHSS will issue 60 cultivation facilities, 192 dispensaries, 86 medical marijuana-infused manufacturing facilities, and 10 testing laboratories.

**\*\*\*\* Currently 21,879 Missourians have received state cards allowing them to legally possess and use marijuana as medicine. Yes they can medicate as of receiving - possessing their cards...**

*Are your policies and training on recognizing impairment completed???*



➤ Christmas fires

Every year Christmas fires are a tragedy that effects every community in the nation. So much that FEMA, US Fire Administration and the National Fire Protection Agency (NFPA) have jointly published this flyer... FYI it is also the peak time for **Cooking Fires** ...

**Put a FREEZE on Winter Holiday Fires**

It's fun to decorate for the winter holidays, but holiday decorations can increase your risk for a home fire. As you deck the halls this season, be fire smart.

- More than half** of the home decoration fires in December are started by candles.
- More than 1/3** of home decoration fires are started by candles.
- The top 3 days for home candle fires are **Christmas Day, New Year's Day** and **New Year's Eve**.
- Keep candles at least **12 inches** away from anything that burns.
- Although Christmas tree fires are not common, when they do occur, they are dangerous.
- On average, **1 of every 52** reported home Christmas tree fires resulted in death.
- A heat source too close to the Christmas tree causes **1 in every 4** winter fires.
- Read manufacturer's instructions for the number of light strands to connect.
- Make sure your tree is **at least 3 feet away** from heat sources like fireplaces, radiators, space heaters, candles or heat vents. Also, make sure your tree does not block exits.
- Get rid of your tree after Christmas or when it is dry.



For more information on how to prevent winter fires, visit [www.usfa.fema.gov/winter](http://www.usfa.fema.gov/winter) and [www.nfpa.org/winter](http://www.nfpa.org/winter).