

## Extended Employment Sheltered Workshop Program

November 7, 2018

### Budget

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

This month's expenditure: \$2,308,860.99

YTD Expenditure: \$10,844,481.16

### DESE-EESW

FY-19

	Employees	FTE	Hrs. Wkd	Wages Pd	Avg. Wage	Wait TBH
<b>Current</b>	<b>5998</b>	<b>4839</b>	<b>663,951</b>	<b>\$2,518,215</b>	<b>\$3.79</b>	<b>273</b>
<i>Last year</i>	6262	4954	569,258	\$2,598,562	\$4.56	206
<b>YTD</b>	<b>6000</b>		<b>3,031,700</b>	<b>\$12,798,948</b>	<b>\$4.22</b>	<b>261</b>
<i>Last Year YTD</i>			3,085,544	\$12,340,843		



## News

- The Fall Counseling WIOA sessions by Vocational Rehabilitation are in the process of being set up and in some areas have already begun.
- Missouri minimum wage and medical marijuana:
  - Missouri's minimum wage will increase each January 1<sup>st</sup> until it reaches \$12.00 per hour on January 1, 2023 (see chart below). 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 of each of the years following a state minimum wage increase. Then make the employees' pay retroactive to the first working day of February.
  - Other items that will immediately affect workshops: The match on Social Security and Medicare will increase along with increased Workman's Compensation cost, some shops will be forced by year two to increase staff wages since the last staff salary survey revealed that about 47% of the workshop staff are paid at or below \$9.00 per hour, and by year three, three (3) of our current managers will be affected since their salaries are at or below \$22,000.00 per year.

Raising Missouri's Minimum Wage by 2023				
2019	2020	2021	2022	2023
\$8.60	\$9.45	\$10.30	\$11.15	\$12.00

- Legalizing Medical Marijuana. Just a reminder that the passage of Amendment 2 (regarding marijuana, cannabis) at the state level does nothing to change its **federal** status which can lead to problems especially with the IRS and other Federal Agencies along with Federal Funding Sources.
- We are strongly advising that your Boards begin consulting HR experts and start updating policies and procedures in regards to the use and possession by both certified employees and staff. We also suggest to begin an open line of communication with your Workman's Compensation provider in the area of Safety, Testing and Recognition of Misuse and Overdose.
- If you decide to engage your business in any aspect of the manufacturing, processing and distribution of Medical Marijuana please proceed with caution and legal advice.

- GCD Website Award nominations now being accepted:  
The Governor's Council on Disability is asking for your help to recognize and honor a Missouri non-profit organization, business and local government that provides an outstanding, accessible website. It just takes a few minutes to submit your nominations online at <http://disability.mo.gov/gcd/websiteaward.htm>

## Events of Interest

- Employment Summit on November 15, hosted by MARF and DMH. More information and registration: <https://marf.cc/rsvp-for-employment-summit/>.
- Safety Awareness Training for Individuals with Disabilities: Nov. 30, 9:00am – 12:30pm, Hilton Garden Inn, 3300 Vandiver Dr. Columbia, MO, 65202, (573)814-5464. [The flyer can be downloaded here.](#)

## 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.
  - The first is for Area 6 and will be hosted by Director C.J. Welch at Boonslick Industries, 1620 W. Ashley Rd., Boonville, Mo. 65233. The meeting will be from 9:30 a.m. to 12:30 p.m. Wednesday, Nov. 14.
  - Other sessions have been tentatively set for:
    - Area 4, Chuck Reade, Nixa, Early December.
    - 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.

You can find up to date information on these at <https://www.moworkshops.org/meetings/index.html>.



This data will be updated on a regular basis, giving employers and workers specific areas of emphasis that need to be covered in their safety plans for their industry.

The new website will also feature helpful materials that can be downloaded, printed and shared directly with Missouri's workers, including toolbox talks, sample OSHA programs, and a quarterly newsletter called "The Safety Zone", which provides seasonal advice and updates that are meant to help workers stay safe and healthy.

"The launch of the MO Safe at Work website and campaign underscores the importance of workplace safety and its impact on the state's economic development," declared Department Director Anna Hui. "We appreciate Governor Parson and the First Lady supporting the Department's efforts to promote the economic vitality, safety, and opportunity for all Missouri businesses and workers."

Businesses looking to improve their safety programs can find the new website at [safeatwork.mo.gov](https://safeatwork.mo.gov), or may contact DLS at 573-751-3403.

This is one of several initiatives that the Department of Labor is developing to improve workplace safety. To see other goals and initiatives, visit [strategicchange.mo.gov](https://strategicchange.mo.gov).



Vocational Training for People with Disabilities

## You Are Invited!

Boone Center, Inc. will host a community open house at its new Skills Center on Wednesday, November 14 from 9 a.m. to 3 p.m. The Skills Center is a first-of-its-kind vocational training facility specifically for people with intellectual and developmental disabilities.

When the Skills Center begins classes in January, it will do so with 20 students and two vocations. The first vocation is Salesforce, which BCI chose as its first technical skills program because of the high demand of jobs in the region that require Salesforce certifications. Salesforce is the world's #1 customer relationship management (CRM) platform.

The second vocation is commercial refrigeration final inspection and preparation with business partner, True Manufacturing of St. Peters. BCI chose True as its first manufacturing skills program because of the company's longstanding partnership with BCI and its willingness to welcome people with intellectual and development disabilities into needed positions within its workforce.

### Skills Center Open House

**Wed., November 14, 2018**

9 a.m. to 3 p.m.

2026 Trade Center Drive  
St. Peters, MO 63376

[View Map](#)

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Thank you,

Dan Gier, Director, Extended Employment Sheltered Workshops