

CLI Update - December 9, 2016

CLI 2017 Calendar is Out! Find it at www.christielane.com

And now-- for John's usual excuses & apologies:

I thought that it would be helpful to post questions we've gotten so far about CLI only paying minimum wage or higher (no more piece-rate):

Why? The US Department of Labor (DOL) rules related to sheltered workshop are really changing right now and the rules are only going to get tighter as time goes on. We figured that instead of paying more in staff hours so that we can legally pay people less than minimum wage-- we should just take the opportunity to get ahead of the curve and pay at least minimum wage. CLI's mission is to increase the status and wages of people with DD. We want to pay people more. The trick is how to afford to do it.

Does this mean people will make less money? It shouldn't. If a piece-rated job is based on 400 units per hour and the prevailing wage for the job is \$10/hr, then the piece-rate paid is \$.025 per part. If someone is only able to do 200 parts in a day, then their daily pay is less than 1 hour of minimum wage work.

What else does it mean? Part I-- CLI will be restructuring the CLI day into specific time blocks: 7:30am-9:00am, 9:00am-10:00am, 10:00am-11:00am, 11:00am-12:00pm, 12:00pm-3:00pm, 3:00pm-4:30pm, and 4:30pm-6:00pm. People will be able to pick among different activities (some paid and some unpaid) for each time block. CLI staff are going to have to get good at helping people choose the activities that makes the most sense for each person. We are going to hold everyone to the personal goals that they identify in the ISP.

What else does it mean? Part II-- I believe that if someone is really slow at assembly tasks and it doesn't seem like they can go any faster, then we probably should help them find something more productive to spend their time on. The good part about paying minimum wage is that people can try jobs that they haven't tried before-- maybe jobs that CLI hasn't offered before. The harder part is figuring out how to pay for those wages.

The long & short is that change is coming and CLI needs to be out in front of this. I do think that overall it will be a good thing, but brace yourself as we fumble our way forwards. Unfortunately, there is very little guidance (or money) coming from the people changing all the rules. If CLI is going to survive and thrive, we're going to have to figure it out on our own.

Thanks for your patience!



So who's not cold yet?

This guy, that's who!

"Neither snow nor rain nor heat nor gloom of night stays these couriers." The US Postal Services has nothing on the CLI Courier!

Mike was all decked out in his winter wear for the first really cold day of December.

- **“KINETICS” ON THE MOVE - With Kerrie Close**



Jeremy rang some bells at Schilds' IGA this month. There were some unconfirmed stories about passing out hugs as well as candy canes-- and in general some out-of-control flirting with women of a certain age . . .

Seriously, he did great and for all of us that know Jeremy, it will come as no surprise that he was the center of attention during his volunteer bell ringing stint for the Salvation Army.

Would you like to volunteer somewhere?

CLI wants to help!

Out and About By Holly Binkley

The Out and About group recently delivered a \$100 donation to Lisa Hiler of The Piggyback Foundation. Christie Lane Industries Inc. raised the funds during the recent Uptown Norwalk event, Light Up Norwalk. CLI accepted donations for cups of hot chocolate and assisted children and their families to make handmade clay Christmas ornaments at our new downtown space, 16 West.

The Piggyback Foundation is a local organization that assists families to maintain a sense of normalcy during times of serious illness by providing assistance to meet the emotional, educational, and physical needs of children. Christie Lane Industries is thankful to be able to use our downtown presence to make a difference in our local community.



More pictures available on our webpage at www.christielane.com!

Don't forget about the CLI Christmas Dinner & Award Ceremony, December 23rd