

# Christie Lane Industries March 4th, 2016 Update

.....

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

by John Schwartz

CLI is changing how we pay part-time employees. CLI wants to pay more people at least minimum wage (\$8.10/hour). We have two reasons for changing how we pay part-time workers with developmental disabilities. A Seneca County sheltered workshop has just lost a recent lawsuit relating to subminimum wages. Also, piece-rated jobs are better for faster workers than slower workers. CLI has some workers who will make \$10+/hour working on buckets. We also have some people doing the same job, but much slower making less than \$1/hour. Because paid time off has been calculated according to the previous year's earnings, it means that it was a better benefit for fast people. Fast people often have the least barrier to competitive community employment. Ready or not, change is coming. I'd prefer to be ready.

What does this mean for CLI part-time work? The bad news is that CLI will no longer pay holidays or vacation to part-time employees. The good news is that we intend to spend the money in two ways that will be better for people who can't easily find a job outside the workshop. First, CLI will pay more people at least \$8.10/hour. Second, CLI is going to use a lot of this money to up our involvement in the community for people that need the most assistance. Both of these initiatives feel like the right thing to do asap.

Hopefully this makes sense to people. By paying more for the work people do (instead of taking some overhead to pay for time off)-- income for most workers with developmental disabilities should go up. Let me know if you are upset or confused by this change.

.....

## February CLI Hires--

Last week we hired 4 people for Community-Based Integrated Day Services and 4 staff for Facility-Based Integrated Day Services. What's the difference, you ask? CLI's new Community-Based staff are going to have steady 4-person groups that will spend their time getting involved in local community activities-- sometimes volunteering, sometimes learning new skills, and sometimes just having fun. CLI's revamped Facility-Based non-vocational staff will be taking over the current CLI office suite, the CLI activity rooms and the east side of the workshop to expand the types of activities that we offer in CLI's main building. Look for more information about CLI building changes in future newsletters. We are planning an open house in both 306 South Norwalk Road (workshop) and 16 West Main Street (former Crider's) in May. Good stuff!



**From left to right: Pat Gates (Integrated Day- Willard Hospital site), Courtney Mockler (Integrated Day-Community Based), Krista Nardecchia (Integrated Day-Downtown space), Alys Dublo (Integrated Day-Facility Based) Joy Rusynuk (Integrated Day-Community Based), Lynn kuhn (Integrated Day-Facility Based), Kris Dublo (Integrated Day-Facility Based), Deb Wiseman (Integrated Day-Community Based)**

---

## 16 West Main Street Project Update!

We've been doing some light demo on the 2nd floor. Plans are to make the upper floors shared office space that we can offer to outside small businesses on a barter-basis.



**David has been doing some awesome work!**



**Facade redo in the works**

### - SHOP TALK - With Jen Swicker

A Big Thank You goes out to all CLI employees for all of their hard work. Shop jobs have continued to increase and looking ahead we are going to be pretty busy over these next couple of months. There will be plenty of Buckets and Recycling for everyone. If we keep up the pace I see a pizza party on our horizon for everyone who keeps pitching in and working everyday to help us meet our customer needs.

We are looking for someone who would be interested helping out cleaning up around the shop, and yes this includes cleaning restrooms. If anyone is interested please see Jen.

There seems to be some confusion re: lunch times at the shop.  
to clear this confusion up, Lunch time will be from 11 am- 11:30 am daily.

Just

## Getting Out and About by Holly Binkley

Lots of fun daytime trips are still happening. This week our Explore group lead by Workshop staff Sandee Stuckert traveled to local area Recreational Vehicle dealers to check out various RV's and toy haulers. The group focus and discussion was on the types of jobs that would be available at these places. Cleaning and detailing these vehicles, a front desk receptionist, and a sales person were some of the employment opportunities identified.

**CHECK OUT [WWW.CHRISTIELANE.COM](http://WWW.CHRISTIELANE.COM) !**

---