



December 6, 2016

Dear Families, Friends and Providers of JobOne:

I'm writing to share what we know about how the State of Missouri plans to address the federal legislation known as the Workforce Innovation and Opportunity Act (WIOA). This legislation has dramatically changed the way in which people with significant disabilities can be employed in Missouri Extended Employment Sheltered Workshops. WIOA seeks to minimize the use of section 14c of the Fair Labor Standards Act (FLSA) which allows employers like JobOne to pay commensurate wages (piece rate, sub minimum based on productivity). The purpose of the legislation is to ensure that all workers with disabilities receive information about their employment options. WIOA does not shut down workshops nor does it take that choice away, but it does require us to make sure that all employees know that there are community oriented employment services available to them.

Effective July 22, 2016 WIOA implemented several federal requirements that all JobOne employees working under section 14c must meet in order to continue to be paid the special minimum wage:

First, we must verify that each currently employed worker (as of July 22, 2016) working under section 14c has received community employment counseling by Missouri Vocational Rehabilitation (VR). This counseling must take place by July 22, 2017 and must occur yearly thereafter. Any employee hired after July 22, 2016 must receive this counseling every 6 months of the first year of employment then annually thereafter. **Please note that VR will come to the place of employment, our workshops, to conduct this training.** VR counselors will provide information, show a short video about community employment and answer questions. Each employee will receive a certificate from VR which the employee must sign. This document will be kept in the confidential employee file and is REQUIRED by the US Department of Labor (DOL) for the payment of wages under section 14c. Failure to provide proof of this counseling would cause DOL to mandate up to one year of back minimum wages to each employee without proper documentation.

Second, JobOne must provide all currently employed workers utilizing 14c with information about self-advocacy, self-determination, and peer mentoring training opportunities every six months during the first year of employment and annually thereafter. JobOne must verify in writing that this information has been provided.



This letter is to inform you that your family member or consumer/resident is **required** to attend this career counseling and information training if they receive wages under 14c of the FLSA. As mentioned above, once the counseling and training is completed the VR counselor will provide documentation which the employee must sign. Again, this is required counseling. Any employee receiving 14c wages who does not receive the counseling or who refuses will not be able to work at JobOne.

Please note: The counseling and information provided by VR is just that...it is not a community employment assessment and employees will not be forced to seek community employment. After the counseling an employee may have more questions about the VR process, and may choose to seek an assessment from VR. As JobOne is a VR provider through our CAREERS program, we would be happy to provide customized community employment services to any of our current employees. However, we will only refer to VR those who have expressed a desire to work in the community and only if those individuals have support/permission from their guardian, if applicable.

Thank you for taking the time to read this important letter. Please know that the board of directors and staff of JobOne are doing all we can to protect the nearly 300 jobs that we provide daily, while at the same time complying with the law. We are in the middle of a huge change in the way employment services are provided for people with disabilities and our goal is to make this transition work for all of those we employ now and those we will employ in the future. Please feel free to contact me if you have any questions or concerns. My cell phone number is 816-898-1212. My email is amartin@job1one.org.

Sincerely,

A handwritten signature in black ink that reads "Aaron Martin".

Aaron Martin
CEO