

Steering Committee Meeting Minutes

Draft Version

Date of Meeting: Friday, February 13, 2015
Time: 11am – 1pm
Location: MDOL, 45 Commerce Drive, Augusta
Facilitator: Betsy Hopkins

Present

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|---------------------------------|------------------------------------|
| Betsy Hopkins, VR | Janet May, CCIDS |
| Rick Langley, DRC | Mike McClellan, SILC |
| Kim Moody, DRC | Lisa Soucie, High Hopes Clubhouse |
| Lisa Sturtevant, OADS | Rachel Dyer, MDDC |
| Karen Fraser, BRS | Shannon Hartman, Creative Works |
| Gail Fanjoy, KFI | Debbie Gilmer, Syntiro, Maine APSE |
| Chris Robinson, VR | Mel Clarrage, CDE |
| Tyler Ingalls | Leticia Huttman, SAMHS |
| Doug Watson, Community Partners | |

- 1. Ground Rules review – Betsy**
- 2. Policy Work Group – Kim**

Re sub-minimum wage phase-out bill: been collecting comments from everyone since January re bill language. Steering committee/policy committee met with members of the provider association, including Mary Lou Dyer, Linda Larue-Keniston, etc. in an effort to find compromise language that would work for everyone. Had some luck so far. Last night, Mary Lou sent a version with revised language, including person centered planning process language. Still issue re other people who make sub-minimum who are not subject to PCP process.

Received draft bill from the revisor's office yesterday. This version has no summary/statement of fact, which was originally included based on the federal bill (Fair Wages for People with Disabilities Act), and a tiered phase-out etc.

Realized current certificates couldn't be renewed when needed, so added language re number 1: special certificates issued, through 2018. Question for us is are we wanting the tiers approach versus this language? Number 1: added some language back in.

Re number 2: VR's role. Lisa's language is not there, re businesses getting support to use technology, accommodation, etc. Is intended to get at issue of maintaining a person's employment at current placement if so choose. This isn't necessarily able to be addressed in statute, but is goal EFM is committed to.

Re exception language: compromise between efm/providers was to develop an exception for people providers are certain can't benefit from customized, integrated employment currently. Agreed to work on exception language as a compromise. DHHS, DOL would develop that process.

Some provider opposition to it being that vague. Sponsor of the bill wants to see progress on this getting worked out. Sent Riley's draft language re NZ process as a possible starting point. Mary Lou worked with language and suggested changes. Debbie suggested language too. Language stated "at end of three years"...Mary Lou proposing five years. Considering feds weighing in on practice of sub-minimum and pushing policy away from that, unlikely to be allowed in any manner after 5 years?

Permits are for 2 years currently. Our reference to 1 year should probably be changed.

Exception language: Re a) Problems with language, ie reference to performing essential functions, problematic with customized employment.

Re b) New language re reasonable accommodation – training, tailoring job, physical changes to workplace, etc. Debbie struck some but Kim re-inserted language. Allowing to maintain current position.

Re c) Provision added that individual must agree to the proposed wage rate.

Re d) Proposed wage rate is reasonable. Keep reasonable or strike? Gail: already required to do time study etc. Don't need d. Re pcp process: see people get manipulated. If person "agrees" in the process, not sure they understand ramifications, especially when employer may be provider.

Kim: discussed frankly with Mary Lou. Seen problems with PCP process first hand.

Re e) individual has been made aware of VR, etc. Kim modified that, statute has language re people shall be offered career planning, etc.

Gail: ongoing opportunity re vr? Karen: should mean offered services on an ongoing basis.

Gail: at least annually?

Finally, adverse decision will be grievable.

Gail: add language to number 3, exceptions, re working for a provider? Language that would prohibit sub-minimum or PCP re people working for their provider?

Kim: total objection by providers, would kill this effort.

Debbie: Language re no new certificates effective on passage – that language needs to go back in.

Shannon: how many sub-minimum exist among those who are not providers?

Lisa: zero.

Kim: ideas re co-sponsors? People to testify at hearing? Draft will go to revisor, they'll make changes, then we'll post that document.

2. Business Engagement group – Lisa

Re workplan, no legislative goals for this year. Maine as model employer – there was a 2006 sign-off from Gov Baldacci. Leg group has recommendation in year three for this. Jeanie drafted some ideas re model employer, next step is for group to work from that document. Lisa is going to CDE in march re business survey results.

Betsy: re model employer, EFM has supported this idea before. Hard to make really happen without staffer dedicated to it in state government? Lisa: special appointment process?

Mel: re model employer – Proposed bill in 2006. That bill had resource request attached to the position, but no funding. Always was an issue in terms of who would fund it. BRS or general fund appropriation needed, etc.

Karen: has been at least 10-12 years since funding for special appointments existed

Lisa: BLN bringing in job accommodation network for 2 trainings for businesses.

BLN funding – SAMHS, OADS money for BLN affiliate. Letter of support from EFM to continue? Betsy: vote next time?

Karen: get Lisa's group to brainstorm those details and bring back here?

Lisa: recommendation would be for DHHS to continue the project

3. Data work group – Rachel

At next full coalition meeting will present specific questions to group. DHHS is holding internal work group meeting in March, across divisions. Resulting from the letter the data group sent, Commissioner said to make this happen.

Technical assistance coming in from ODEP project will be very helpful with data direction, particularly re outcome elements.

Re first and preferred – is everyone truly asked re work? If not, why? And how do you ask that meaningfully?

Lisa: asking these questions has pushed OADS to make changes too. Thinking about employment now if the waivers finally. And in balancing incentives. Screening questions re employment.

4. Transition work group – Janet May

Group is working toward a synthesis of all this stuff. How to bring all of this back to employment? Materials and information needs discussed. Put together a worksheet

Thinking in terms of beefing up year 2 recommendations. Yr one is weaker

5. Capacity Building – Debbie

Getting great technical assistance from ODEP. Doug Crandall working on EFM 101 curriculum and developing in alternative formats. Have him here at spring meeting to deliver curriculum? Will need that clarity out there soon.

Sub-minimum wage bill is part of our recommendation. Professional development and workforce issues getting focus now. Career planning is priority focus right now.

6. Communication group – Karen

Re membership contact – send email to full membership asking for okay to post contact info. As well as work group members?

7. Vision Quest/ODEP report – Debbie

2 major initiatives under VQ. Working with MaineCare re 1915i state plan amendment, and the state's HCBS transition work. DHHS is exploring 1915i, with employment opportunities for people with mental illness part of it. Second piece, Lisa Mills is ODEP person delivering to core state team her analysis of state's transition plan.

Lisa: HCBS transition plan due to CMS March 16. Plan to assist with coming into compliance with Olmstead, etc. Lisa doing written comments, Tuesday morning call with invited group from department re this.

Debbie: re capacity building piece, in process of identifying Portland based agencies to receive intensive technical assistance re customized employment, Discovering Personal Genius etc. Nancy Brooks Lane and Beth Keaton providing indepth training re one person at a time.

Leticia: ODEP/SAMSHA collaboration re 4 states on mh and employment, asking Maine to be 4th state. VQ focused on mh and employment, trying to highlight that piece. Additional free technical assistance available with that. Maine considering it and interest, will update soon re this.

Karen: posting summit feedback document, broken down by areas. Betsy: chairs to look at it, use comments for recommendations, work plans. Chairs can hit highlights at coalition meeting.

Re sharing stories, successes: Lisa: 2 people brought career planning processes they'd been working on, Shannon's staff was there. Excitement they had seeing people through a different lense, seeing interests and capacities. 2 people were talking about 4 clients they're serving.

Debbie: new set of tools, exciting capacity being discovered. Need people certified in service provision.

Lisa: purchased video camera to capture business stories.

VR and Department are sending out notices re success stories, with disclosures signed etc.

Lisa Soucie has stories too.

Committed with ODEP to create EFM video clips for feds to use.

Work group membership – revisit that design?

Mike is to join a committee, not decided yet which one. For agenda next time, discuss work group composition, reaching out to other people? Who do we need here for recommendations to happen?

Next Meeting:

Full Coalition Meeting

Date of Meeting: **Friday, March 13, 2015**

Time: **11am to 1pm**

Location: **MDOL, 45 Commerce Drive, Frances Perkins Room**

Call-in option: **888.909.7654, PIN 978057**