

## VISION

To open up the world to people to encourage them to experience everything it has to offer; communicate effectively; and to be as healthy, safe, and financially secure as possible. experience everything it has to offer; to communicate

For people to feel good about themselves and their relationships with others, to have fun, be happy, and have meaningful things to do.

For people to live in safe and decent neighborhoods where they are accepted, valued, and respected including their cultural preferences.

To guide people on their journey to discover their abilities, talents, and desires by empowering them to be interdependent; to encourage people to make their own choices and decisions so they will have control over their own lives, and over the services and supports they use.



# STEP NEWS

April 2005 Volume 10/Issue 17

## What Is Your Definition of Success?

Is it more money? More time with your family? A bigger car? Everyone has a different definition of what success means for him/herself that is as individual as that person.

Here at S.T.E.P., we have our own idea of success as well. As a company, we want our business to be successful. As a program for people with disabilities, we want our methods to be successful. As an employer, we want our people to be successful.

Now, thinking about all of these different definitions for success, give some thought to this: **What does success mean for our Clients?**

I believe that if each of us can answer that question, all of the other questions get answered. If each of us makes the success of our clients a priority, our own success gets closer. If you, as a **Personal Attendant** or a **Job Coach**, actively assist your client to reach their goals and be “successful”, your own professional success is closer. This applies to each **Supervisor** and **Director** as well. If all of that is happening, the success of our Programs becomes a reality and we succeed as a business as well.

So, let us all keep in mind that our own success **DOES** depend on someone else's. Here at S.T.E.P., this will always mean:

**If our Clients are successful, so are we!**

**Make the success of our Clients your PRIORITY!**

*SANDY GOODSSELL*

# STEP STARS



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Thank you-Shannon Alioto and her crew for the wonderful job they did at the Annadale apt. You are doing great work! Keep it up!

Mike Martin: Creating an ILS theme song! It is fabulous!

Gina Thayer -for filling in at the last minute

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Thankyou- Anissa for taking Terry swimming and she has also done great with her weight!

Doug Findlay: Thank you for planning and preparing a wonderful birthday party for Travis. I know he really appreciated it!

Thank-you from Tina Harris for all who have helped her at home. She really appreciates it.

Thanks to all of the Job Coaches who have been there for their Clients.

Annette Boyd- for advocating for her client

Mike Martin and Mike Bachman and Diane Benton: Thanks for all your flexibility with all the recent caseload changes.

Thanks to Matt Waters, darrel Utley, Xavier Charles for the respect that you have shown and being there for Tom C.

Thanks to Tom C. for working hard at crushing all those cans. We are appreciative.

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The ILS UNIT: Thank you for creating and maintaining such a wonderful and positive team environment.

Thanks to all the Day Program Subs. You have been a great help.

Thanks to all staff for being supportive to Leah Curtis

Thanks to John Jeter for following through with your clients health needs.

Katherine Cavanaugh- for covering shifts at the last minute

Sheila Howse-Motley for being so flexible and available for Robert Kilmer

Lorraine Richards- for using improved communication with your coordinator and client

Jude De La Concepcion-for all the excellent training you provided at ISP training

Beth Joiner for truly supporting STEPs Value that our work should be driven by the wants, needs, and preferences of the people we support

Darvis Hale- for being so flexible and helpful

Bobby Jean Smith -for great communication with her new coordinator

Mindy Lee- for taking a weekend with Tara

David Smith and Veronica Avery -for all your hard work with Joey

Steve Austin- for filling in with Allen last weekend

Brenda Burns -for filling shifts when we need you to

Thank-you -to the individuals at S.T.E.P. (you know who you are) that were supportive to Charlene during her health situation. She is extremely appreciative and comforted by such wonderful friends and co-workers.

I would just like to thank all of our clients for enabling us to be a part of their lives because we learn so much from them and they enhance our lives so much. And for some of us we find so much of what we have been searching for, for so long.

And also all of the staff at the office you guys are great. No matter what no matter how you guys get it done and it is appreciated SO MUCH!

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## Happy Birthday

Brian Parr 5/1  
Rachel Allen-Coldwell 5/2  
June Klock 5/2  
Rebekah Byng 5/3  
Cory Ross 5/4  
Michelle Johnson 5/4  
Angela Fraizer 5/7  
Stellina Nava 5/8  
Jennifer Alloway 5/8  
Aaron Hill 5/8  
Jeff thompson 5/9  
Gary Croker 5/11  
Mathew Miller 5/13  
Andrea Pettus 5/14  
Charlene Rhodes 5/14  
Suzane Sarrette 5/15  
Jamie Wallis 5/17  
Alexander Vasquez 5/17  
Alesia Jepsen 5/17  
Jessica Harmon 5/18  
Stephanie Sgro 5/20  
Jamie Christopher 5/21  
Brooke Christenson 5/23  
Donna Wymer 5/25  
Mike Miller 5/25  
Alexander Diaz 5/27  
Pamela Longhurst 5/27  
George Myers 5/27  
Rochelle Tambornini 5/28  
John Jeter 5/28  
Richard Torrey 5/28  
Misty Webb 5/30  
Kirsten Carmichael 5/30  
Sally Gomez 5/31  
Mary Sampson 5/31



# Human Resources

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## ASK LISA

### Meetings for Right Path Advisors:

This is a brand new benefit offered by STEP! On April 28th we will be holding two meetings, at 11:00am and at 2:30pm for employees to get information and sign up for a Right Path Advisor. This is a personal advisor to assist you in your retirement and 401k planning. Please plan to attend one of the meetings. The meetings are open to all of you that are currently contributing to the 401k plan, and to all of you that are eligible to contribute, but have decided not to yet. We look forward to seeing you there!

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### Benefits information:

Some of you have asked about the changes to the Kaiser prescription coverage. Effective 2-1-05 the co-pays changed to \$10.00 for a 30 day supply of generic drugs, \$20.00 for a 30 day supply of a name brand drugs. (In the past, it was for a 100 day supply) You can get a much better price using Mail Order Pharmacy (MOP). Using the MOP you can get a 100 day supply of generic drugs for \$20 and a name brand drug for \$40. Any Kaiser pharmacy can give you details about how to use the MOP. Hopefully this information will help you navigate and get the most cost effective coverage for yourselves and your families.

*Patti Dixon*

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#### QUESTION:

How do you figure out who goes on IHSS and the amount of hours?

#### ANSWER:

IHSS "assigned" hours are first based on Seniority (Time worked here at STEP).

Those who have worked here the least amount of time are assigned the IHSS hours first, and for all of their hours. Then, the next person with the next least amount of seniority, and so on and so on.

The actual hours that you are assigned are based on the scheduled hours you are working with the client. Your SLS Coordinator turns in schedules to me when changes in schedules occur.

" Thank You for your questions!"

*Lisa Barrows*

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### C.A.C.

THE NEXT CONSUMER ADVISORY COMMITTEE (C.A.C.) MEETING IS ON MAY 16TH, 2005. IT BEGINS AT 3:00 PM AND ENDS AT 5:00 PM AT THE S.T.E.P. OFFICE. LOOK FORWARD TO SEEING YOU THERE!

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LOOK FOR MORE HUMAN RESOURCE INFORMATION THROUGHOUT THIS NEWSLETTER

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# Disability History on Display in Birmingham

In Birmingham the Civil Rights Institute has a new display (exhibit) about disability rights. The center part is the Disability History wall. The display was created by Advocating Change Together (A.C.T.). There is a long history on the civil rights struggle of self-advocacy. The wall goes back and tells how the attitudes of society have affected disabled individuals. Today's stereotypes are seen through pictures and words. The last panels are a terrific tribute to the strength of the human spirit. Here you will see people with disabilities living as regular people, advocates and disability rights activist demanding equality, and rallies. There is also a "Disability Culture Rap" video that was contributed by A.C.T. Advocates Becoming Empowered (SABE) and the Alabama People First have contributed various relics, posters and videos, telling the stories of people's struggles and their victories as well as embracing today's movement on disabled rights.

"Understanding the past in relation to the present and the future is the mission of the BCRI. This exhibit's look at history from a disability perspective is significant." The Birmingham Civil Rights Institute takes seriously its role in promoting disability as a civil rights issue. We are committed to partnering with the disability community in seeking a deeper understanding of disability from a minority and cultural perspective."--Ahmad Ward, Head of Education at the Institute

**(Read by poet Gail Bottoms at BCRI event, March 31, 2005)**

My alligator got away yesterday,  
Just got out of his pen and slipped away.  
The last time I spotted him, he was going toward Atlanta  
uptown,  
I ran behind him, I ran up and down.  
The last time I saw him, he was on the Capitol steps, with  
people jumping with screams and yelps.  
Up the steps and in the door, I couldn't see him anymore,  
so I went back home and closed the door. He ate all the  
nursing home lobbyists on the fourth floor,  
then he went searching for more.  
A little while later I heard something outside, I looked out  
and there laid Clyde!  
I ran to him and stood by his side,  
he was so full of money; he laid down and died.

# SLS -HEARING

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Mandatory HSLS PA training May 9th, 9:30am to 11:30am at STEP office. Sexual Harassment Training presented by Sandy Goodsell. Also, learn a new recipe! See you there!

Thank you to those who attended: Mason, Kay, Angela, Deanna and Nicola.

The Hearing SLS Unit has been hiring lots of new staff. We would like to welcome aboard the new PAs and thank them for their participation in the orientation. We have also hired a new Coordinator. Welcome to the unit, Audra Granderson. Audra has been working at STEP for 4 years as a Personal Attendant and it is a great pleasure to be able to offer her a promotion to Coordinator. We are glad she has accepted as she knows many of the clients in our unit and brings a tremendous amount of expertise to her position.

Lots of our clients are planning a trip to Disneyland for the end of this month. We hope they have a great time! Our unit would like to extend its condolences to Laura Sowdon who had a family member pass away recently.

Sandee Nieves & Patti Uplinger

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PEOPLE! YOU'RE STILL **NOT PUTTING YOUR NUMBER ON YOUR TIME CARDS**. THE NUMBER IS ON YOUR PAY STUB.. (IF YOU DON'T KNOW WHERE IT IS). ALSO, PLEASE **PRINT** YOUR NAME ON THE TIME CARD . THANKS!

Robin McGurran

# SLS - DEAF

Hi Deaf SLS Unit!

It is Spring season, so it is time for all to help our Consumers to do spring cleaning in their homes. It's important we have a clean home for our Clients so our folks can live in a healthy clean environment as we would want for ourselves. So please encourage your SLS coordinator to have house meeting at your clients home so a team of you guys can discuss what the best way to deep clean the home, and as a team can get it done quicker.

Let you know the Deaf Unit will be making announcement that we will be looking for new SLS coordinator for our department, if you are really interested please contact the front desk and arrange for an interview.

If you have any question regarding this position please feel free to contact Diana at DJMiller@tmail.com or Sam Holden at samjr@tmail.com.

We will make an announcement of the date/time for our next Pa Training in April.

Enjoy the warm weather!

Thanks!

Diana Miller & Samuel Holden

# PAAC

Next Personal Attendant Advisory Committee Meeting: Aptil, 25th, 2005 9:00 am - 11:00 am - Classrooms #1 & #2 Please make arrangements with your Coordinator in advance, if you would like to attend. Please bring your PAAC Questionnaire with you!

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# ILS

ILS Unit is currently working on the ILS Unit Training Video. For perspective employees as well as individuals interested in learning more about ILS. We have had several enthusiastic responses from both instructors and clients interested in participating in the making of this film.

The expansion of the ILS Unit to Yuba City/Marysville is well on its way. We will be meeting with the Service Coordinators in that area on the 19th of this month. We also hope to find office space in the area while we are there.

The Parent Support Group will meet again on April 21st, from 3:30 -5:00 pm at the STEP Office. This month's class will focus on developing positive relationships in our lives.

Heather Campbell

## Day Program

What an awesome Day program! We are continuing to grow. We would like to give a warm welcome to 2 new staff, Melissa Knight and Rex Stacy; and a new Client, Alex Negro. Alex says everyday "I like to work here. I am happy."

As some of you may know, Day Program has started a new job, catering! The individuals in charge are Casey, Vickie and Jennifer. The Job Coach is Katrina Parham. They will have Barbeque lunch service April 22nd. Please look for the poster hanging in and around the office. If you need a party catered, PA training, or any type of meeting that requires food service, please contact Debbie Waters at Daho2s@tmail.com or Debbiew@stepsite.com. We would be happy to assist you with your events.

It is getting warmer so make sure that your clients have sunblock and drink plenty of water. - Debbie Waters



Any articles, announcements, STARS, and resource information is welcome. The deadline for the next newsletter is 5/13/05.

## Jen's Trivia Question:

Be the first person to visit *Jen Jones's* office with the correct answer and receive a prize:

LAST MONTH'S WINNER: Stephanie Sgro - \$10 gas card.

THIS MONTH'S QUESTION:

What was the name of the ship that was supposed to accompany the Mayflower but had to turn back because it wasn't seaworthy?

NOTE: AN INDIVIDUAL CAN WIN ONCE EVERY 3 MONTHS.

The S.T.E.P. Safety Committee is looking for members. We are in need of a Deaf & a Hearing SLS Coordinator, a Deaf & a Hearing ILS Instructor, a Deaf & a Hearing PA, and a Deaf & a Hearing Client. If interested, please attend our next meeting: Friday, April 29th at the S.T.E.P. Office, or see Sandy Goodsell or Jen Jones for more info.

## Human Resources Meetings for Right Path Advisors:

This is a brand new benefit offered by STEP!

On April 28th we will be holding two meetings. at 11:00am and at 2:30pm for employees to get information and sign up for a Right Path Advisor. This is a personal advisor to assist you in your retirement and 401k planning. Please plan to attend one of the meetings. The meetings are open to all of you that are currently contributing to the 401k plan, and to all of you that are eligible to contribute, but have decided not to yet. We look forward to seeing you there!

Patti Dixon

"Success is not counted by how high you have climbed but by how many you brought with you." -Wil Rose

# ASSEMBLY BUDGET HEARING

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Assembly Budget Hearing regarding Regional Center Services April 25th at 4PM. Please plan to attend. Contact Patti U for more information or for help with your testimony. Senate Budget Hearings for Regional Center Services were held April 11th. Senator Tom Torlakson said that it was very compelling to see so many people in attendance at this hearing and listening to all of the testimony provided. He also recommended that we write letters to the Governor and our assembly and senate representatives. It makes a difference when they can see how their action in creating the state budget affects people with developmental disabilities.

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CALIFORNIA DISABILITY COMMUNITY ACTION NETWORK

CDCAN CAPITOL NEWS REPORT #023-2005 [www.cdcan.us](http://www.cdcan.us)

April 18, 2005 - Monday early morning

Linking people to disability rights and unified action

State Budget Crisis

- \* SSI/SSP PROPOSED CUT BY GOV TOPIC OF 4/20 BUDGET HEARING
- \* IHSS QUALITY ASSURANCE ALSO FOCUS OF 4/20 BUDGET HEARING
- \* DEPT OF SOCIAL SERVICES SCHEDULES 4/22 IHSS QA UPDATE MEETING
- \* CDCAN REPORT ON IHSS RELATED LEGISLATION

## SACRAMENTO -

The Governor's proposed reductions to grants to the State's lowest income seniors and people with developmental and other disabilities and a update on a "quality assurance initiative" for the In-Home Supportive Services program is the focus of the Assembly Budget Subcommittee #1 on Health and Human Services hearing, scheduled for April 20, at 1:30 PM, in the State Capitol in Room 444 [see CDCAN Action Alert later today calling for people with disabilities and seniors and other advocates to attend this hearing]. Advocates have been urging the Governor to rescind his budget proposals that would permanently suspend the scheduled January 2006 cost of living adjustment for Supplemental Security Income (SSI)/State Supplemental Program (SSP) that they say is critical for low-income seniors, people with developmental and other disabilities for housing, food and other critical needs.

Advocates also have protested since January against the Governor's proposal to end the State's contribution to IHSS worker wages above the State minimum wage - an action, if approved by the Legislature, they claim will result in a massive rollback across the state in worker wages and a loss of thousands of workers - something the Schwarzenegger Administration disputes strongly. Many advocates have sharply questioned how IHSS Quality Assurance can move forward if IHSS workers are forced to leave the field due to a rollback in wages that in turn, threatens the ability of thousands of children and adults with developmental and other

disabilities and seniors to live in their own homes.

Earlier, on April 6, the Assembly Budget Subcommittee on a strong bi-partisan vote of 4-0, took action to reject Gov. Schwarzenegger's budget proposal that would eliminate the State's contribution in paying for In-Home Supportive Services (IHSS) worker wages and benefits above the State minimum wage of \$6.75. Freshman Republican Assemblymember Sam Blakeslee (R-San Luis Obispo, 33rd District) broke ranks with the Schwarzenegger Administration and voted with his three Democratic members, Assemblymembers Hector De La Torre, Chair (D-South Gate, 50th District); Loni Hancock (D-Berkeley, 14th District) and Gene Mullin (D-South San Francisco, 19th District) to reject the Governor's IHSS wage proposal. Assemblymember Rick Keene (R-Chico, 3rd District) was not present at the hearing and did not vote.

The Assembly budget hearing - which will likely mirror the hearings held on March 17 and April 14 on those topics by its counterpart in the Senate - the Senate Budget Subcommittee #3 on Health and Human Services. The Senate has taken no action yet on those issues or on the IHSS worker wage proposal

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•April 22 IHSS Quality Assurance Initiative Stakeholder Meeting

Also scheduled this week is a IHSS Quality Assurance Initiative Stakeholders Meeting, organized by the Department of Social Services, set for April 22, Friday morning from 10:00 AM to 12 noon, at the Secretary of State Office Building Main Auditorium, 1500 11th Street in Sacramento (less than 2 blocks from the State Capitol). The meeting - the third stakeholder meeting - is to provide an update on the initiative.

TOLL FREE LINE:

available for those people who cannot attend the meeting. Number is 1-888-730-9136, passcode 26414 and the conference call leader is Brian Koepp.

RSVP:

The Department of Social Services, which oversees the entire IHSS program, is requesting that people who wish to attend the meeting (or call in) to rsvp to staff person Andrea Allgood at 916/229-4583. Contact her for any reasonable accomodation or meeting materials provided in alternative formats (deadline for that was April 15th).

Other IHSS Meetings by Department of Social Services (dates/times subject to change):

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•April 26 - 09:30 AM - 12:30 PM - IHSS Quality Assurance Hourly Task Guidelines Workgroup

•April 29 - 09:30 AM - 12:30 PM - IHSS Quality Assurance Forms Workgroup

## KEY IHSS RELATED STATE LEGISLATION

Below are some of the key state legislation related to In-Home Supportive Services. Note that other bills - including those impacting closure of Agnews Developmental Center, a proposed new Medicaid waiver that would expand a version of "self determination" for eligible children and adults with developmental disabilities would all have some impact on IHSS. In addition, a major battle in the US Congress regarding the



Bush Administration's proposed major cuts to Medicaid, continues, after a close vote in early March by the US Senate which rejected the President's cuts - for now. Please see CDCAN Legislative Report to be issued later this week for a full report of all bills, including special education, housing, transportation, and other community-based services, health facilities including state hospitals and developmental centers. Note: the "ADA/Olmstead Impact" refers to the bill's impact (if any) to the federal Americans With Disabilities Act, and the landmark 1999 US Supreme Court Olmstead Decision that required the states to take measures to avoid the "unnecessary institutionalization" of people with disabilities and seniors. Also listed - when appropriate, would be the potential impact to California's Lanterman Developmental Disabilities Services Act - considered the "civil rights act" for people with developmental disabilities. California is the only state in the nation with such a law.

### AB 392 - County Integrated Health & Human Services

**WHAT THIS BILL WOULD DO:** Permits any county upon approval of its board of supervisors, with the assistance and participation of the appropriate state departments (using existing resources), to implement a integrated and comprehensive county health and human services system.

**ADA/OLMSTEAD IMPACT:** Very important ^ especially how these projects are developed and how it includes in-home supports or services.

### AB 472 - IHSS Worker Background Checks

**WHAT THIS BILL WOULD DO:** Authorizes criminal background checks of In-Home Supportive Services (IHSS) employees by Public Authorities and prohibits assessment of the costs of those checks to IHSS workers or consumers (recipients).

**ADA/OLMSTEAD IMPACT:** Very important. Many advocates would agree that as long as IHSS workers or recipients were not assessed the costs for required background checks that it should no mean a reduction in the number of workers available which in turn would impact the ability of people with disabilities and seniors to remain in their own homes. The bill makes no changes to IHSS recipients' rights to hire, fire, and supervise the work of any IHSS workers providing supports or services to them.



### AB 477 ^ IHSS Worker Health Insurance

WHAT THIS BILL WOULD DO: Allows In-Home Supportive Services (IHSS) employers of record to purchase, subject to negotiations with IHSS employee representatives, health insurance coverage for IHSS workers through the Public Employees' Medical and Hospital Care Act (PEMHCA)

ADA/OLMSTEAD IMPACT: Very important. Studies have shown that Increasing benefits or wages of workers who provide services or supports in the community for people with disabilities and seniors ^ including IHSS workers, lessen turn-over and improve quality by attracting a wider range of qualified workers.

### AB 803 ^ IHSS Worker Health Benefit Copayments

AUTHOR: Assemblymember Jay La Suer (R ^La Mesa, 77th District)

WHAT THIS BILL WOULD DO: Would declare legislative intent to enact legislation that would require the State Controller to make improvements in the process by which deductions for health benefit copayments are taken from direct payments made to individual IHSS providers (workers).

ADA/OLMSTEAD IMPACT: Not applicable as this bill is likely dead, given the legislative deadlines.

### AB 899 ^ IHSS Worker Paid Instruction

WHAT THIS BILL WOULD DO: Would authorize a service provider (worker) to receive wages for up to 6 hours of prescribed instruction approved by the Department of Social Services and pursuant to a collective bargaining agreement if it qualifies for the maximum federal participation (reflects 4/6/05 amendments)

ADA/OLMSTEAD IMPACT: Minimal direct impact.

### AB 1242 - IHSS Worker (Provider) Standardized Timesheets

WHAT THIS BILL WOULD DO: Would require the Department of Social Services to develop and distribute to counties a similar, standardized provider (worker) timesheet and daily log, and would require use of the timesheet and daily log by all counties. Would require the timesheet and daily log to contain a legal verification to be signed by the provider verifying under penalty of perjury that the information provided by the provider is true and correct.

ADA/OLMSTEAD IMPACT: Important. Draft language, which raised some controversy among some advocates, of this bill also included a proposal to establish mandated training for IHSS workers and authorized representatives of IHSS recipients; a proposal to establish a 172 hour monthly service cap for IHSS workers; required form for both the IHSS recipient and worker to sign regarding rights and responsibilities; a proposal to provide free criminal background checks of potential IHSS workers at the request of IHSS recipients and a proposal that would authorize free or discounted public transportation for IHSS workers. To date none of these proposals have surfaced in this legislation - though some elements, such as criminal background checks, are moving in another bill (AB 472 - see above)