

# T.M.I.

## Toward Maximum Independence

*Issue #22*

*July 1997*

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*This newsletter is published quarterly for program participants, family, friends and colleagues of TMI, a non-profit organization*

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# Minimum Wage Earners Rejoice Over 32% Raise!

Did you know that the federal minimum wage is going up to \$5.15 per hour as of September 1, 1997? Did you also know that the California minimum wage will increase again to \$5.75 per hour on March 1, 1998? Until October 1, 1996, when the minimum wage increased from \$4.35 to \$4.75 per hour, no increase had occurred since the early 1980's. By March 1, 1998 the combined minimum wage increases will exceed 32% in less than 18 months. So why is California taking such an aggressive approach to exceed the federal minimum wage? Politically, it could backfire. Maybe California lawmakers are looking to the future. The combination of inflation and growth projections of unskilled minimum wage jobs requires action now. Even at a moderate inflation rate of 4% per year, today's dollar purchase could cost you \$1.80 in less than 20 years. The biggest question here is whether raising the minimum wage will stimulate the economy or bring it to a screeching halt. That answer will only come to us over time, so stock up on your favorite hamburgers now as prices will most likely go up after March 1, 1998.

*Article By Roger Orstad, Contributing Journalist*

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## California Follows Federal Regulations on Overtime July 1, 1997

In human resources overtime regulations have always caused a great deal of confusion for California wage earners. If you are eligible for overtime and work more than eight hours in a day, any additional hours are paid as overtime, even if the total hours per week are less than 40. As of July 1, 1997, the "eight hour" rule will no longer be the standard for overtime in California. The new state law strikes out that regulation and measures overtime based on hours in excess of 40 hours per week as set by Federal Department of Labor (DOL) regulations.

Most states follow this standard. The advantage to employees is that it allows for a more flexible schedule. If a person wants to spend some time on personal business during the work week, the employer may allow for a flexible schedule as is done with exempt employees. The employee can work over eight hours on another day or "flex" their schedule to make up the lost time. This change will have an impact on those employees who have relied on overtime as regular income. Employers will benefit from reduced overtime costs and perhaps more content and productive employees.

*Article By Roger Orstad, Contributing Journalist*

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# Program Updates

## Community Employment Services

- *Integrated Work Services*  
CES is currently providing on-the-job support and community skills training to 57 individuals. Three program participants have successfully transitioned to CES's Supported Employment program. New referrals have been "few and far between" based largely on San Diego Regional Center's eligibility requirements for community based ADC programs. However, we will continue to work closely with parents, consumers, and San Diego Regional Center service coordinators to ensure that individuals receive integrated work services if that is their program of choice.
- *Supported Employment*  
Thirty supported employees are working in individual job placements throughout San Diego county, and 4 individuals have recently transitioned to "regular" competitive employment. Their employers are very happy with their job performance and the supported employees no longer require additional support from CES.
- *Current Employers Providing Employment Opportunities for People With Disabilities.*

Bahia Hotel .West Mission Bay  
Baskin Robbins .Chula Vista  
Bennigans .Mission Valley  
Boll Weevil .Lakeside  
Burger King .Clairemont  
Casey Office .Old Town  
Catamaran Hotel .W. Mission Bay  
Chili's Restaurant .Escondido, Mission Valley  
Classic Reprographics .Downtown  
Danka .Kearny Mesa  
Family Maintenance .Poway  
Hyatt Regency .Downtown  
J.C. Penny .National City  
McDonalds .Kearny Mesa  
Mossy Acura .National City  
Motel 6 .El Cajon  
Page Net .La Jolla  
TMI .Kearny Mesa  
Taco Bell .Chula Vista, Poway

Pizza Hut .Tierrasanta, Chula Vista, Imperial Beach, Poway, Linda Vista, La Mesa  
Pretzel Time .El Cajon  
Red Lobster .Chula Vista  
Round Table Pizza .Poway, Rancho Bernardo  
Rubio's .San Diego  
San Vincente Inn & Golf Club .Ramona  
TGIF Restaurant .La Jolla  
T.J. Max .Point Lom  
Target .Clairemont, La Mesa, Point Loma, Encinitas  
Trader Joes .Pacific Beach  
Unforgettables .Hillcrest  
Vons .Rancho Bernardo  
WalMart .El Cajon, Santee, South Bay  
Weinerschnitzel .South Bay a

## *Program Updates - Continued*

# Community Living Services

Both Independent Living and Supported Living components have been hopping these days. In supported living, 5 new living arrangements have started up in areas ranging from Escondido to El Cajon. Our independent living program continues to receive referrals from all the San Diego Regional Centers. Continued expansion of services in North County has been exciting as we discover both existing and needed services and resources in the area. As you know, a small office has been set up in one of our North County Coordinator's home to provide easy access to TMI. The N.C. Coordinator will be telecommuting 2 days per week. We have phone and FAX lines, a computer and are also in the process of obtaining a post office box with hopes of turning it into a permanent address of a new North County office in the near future!

With all the hub, we have welcomed 3 new supported living staff and 2 new ILS facilitators. We would also like to congratulate a few individuals who are living life to the fullest and moving ahead. Clara Burdick who recently became the employee representative for the self advocacy group of UCP; David Griffin who is starting college classes in the fall at Grossmont College; Barbara Steward who's daughter won citizen of the month at her school last month; Dennis Plake who got a new job at Lexus Pontiac; June Grillone who recently vacationed in New Zealand; Jayne Brewer for keeping in touch with our old friend Dena Hernandez by taking to the friendly skies for a weekend visit. Quite the achievers!!

Last, but certainly not least we would like to extend our congratulations to the TMI Council for continued "movin' and shakin' and putting on the most delicious and fun-tastic ice cream social ever!

**North County phone number: (760) 749-2666 / FAX: (760) 749-6664**

*Article By Simone Ferber, Contributing Journalist*

# Family Support Services

FSS is currently providing support to 28 children in the Alternative Family program and 7 children in the Alternatives to Placement program. We would like to take this opportunity to highlight some special individuals within our program. The first person is Dante Floyd. Dante has been in our program for over 5 years. Recently, Dante successfully graduated from Stein Education Center and began attending Mt. Miguel High School where his desire is to play football. Everyone in Family Support would like to congratulate Dante on his hard work and determination. Keep up the good work, and we look forward to watching you play football this fall! We would also like to recognize a wonderful family who has been with the Family Support program from the beginning the Fuentes family. They have worked hard and have shown a fierce determination to the children they have supported and have always been willing to go the extra mile. FSS and TMI would like to say thank you to this terrific family for their commitment to our consumers. You are all wonderful role models for other families to follow, thank you for caring!

We wish to bid Kathy Burrington a speedy recovery get well soon! There is always a need in Family Support Services for respite providers for our Alternative Family Program. If you are interested, please contact the Director of Family Support Services, Therese Madden-Connor, at 467-0600, Ext. 3307.

## TMI Auction Is A Success

TMI's fourth annual Auction dinner was held for the third year in a row at the Admiral Kidd Club in May. The agency raised \$12,000 which will primarily be used to fund the Julie Casey Community Scholarship which assists persons with disabilities to, for instance, purchase needed household items for a new apartment, work clothes for a new job, transportation to summer camp for a foster child. The uses for the money are varied depending upon the unique needs of the people we

support. This year the auction was so successful that the planning committee will be able to give thought to the future establishment of an employee recognition fund to recognize the extraordinary work of some of the

dedicated employees and families of the agency. One nice way to show appreciation for those who go above and beyond the scope of their jobs on a regular basis is to be able to award them with dinner certificates, movie or an overnight stay in a nice hotel. We look forward to working with local merchants to make this a reality. We want to thank all who donated, attended and spent money at the auction this year. A special thanks to the Unforgettable's staff and volunteers who

did an incredible job with the hat raffle (what fun!) and the terrific centerpieces.

*Article By Connie Saverino, Contributing Journalist*

## TMI Meets Medtronics Interventional Vascular

MW is a local San Diego corporation affiliated with a national company headquartered in Minneapolis. The San Diego company has developed the balloon technology associated with angioplasty. They are a firm with a strong commitment to give back to the various communities where they do business. Last year they gave over \$1 million in donations to worthy causes across the country. TMI is proud to have received a \$10,000 grant from the MIV Foundation. This money is earmarked for Unforgettables to purchase equipment and supplies to increase the productivity of the employees there. We extend our gratitude to Barbara Bradbury, the chairperson for MIV's Community Affairs Committee, as well as all the members of the committee who reviewed our request. It is an honor to be recognized by a company whose work involves improving the quality and longevity of people's lives.

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*Pictured: CLS Director, Deborah Callahan and Pam Tamkin*



## INTERVIEW WITH SUCCESS

My name is Colleen and I am a paid neighbor for a man named Jason. I would like to tell you about Jason and a very special place that has changed his life. Jason lives in his own apartment, just down the street from me. Despite some very challenging obstacles in his life, Jason was able to do a lot for himself he had a home and a job at a well-known pizza place which he loved more than anything. About a year ago, Jason had a stroke and lost a great deal of his sight (he is now considered legally blind). Jason is a very independent person and the loss of his eye sight was very devastating to him. He could no longer work and was becoming very depressed, feeling like his life wasn't worth much.

As his neighbor, I was doing just about everything for him at home, and it was becoming very difficult to find other services to assist Jason because of his multiple disabilities. I then contacted the San Diego Center for the Blind. If I could describe this center in one word it would be "wonderful!" They set us up with an instructor who started working with Jason on skills that gave him more independence in his home. These are simple skills that most of us take for granted, but they were major skills for Jason. Soon he was able to do things for himself again, like cook in his microwave, pour his own drinks, change the stations on his T.V. and know how much money was in his wallet! I don't know whether that instructor knew the impact she had made in enriching the quality of Jason's life or not after all she must do this for people all the time, it's her job and what a wonderful job to have!

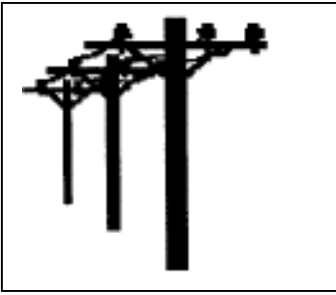
We were then put in touch with a mobility trainer from the Center. She worked with Jason to regain some of his independence in the community by teaching him to walk with a special cane. Remember, Jason had to have someone hold his arm and guide him when he walked so he would not trip or walk into things boy this really bothered him!! Now, Jason can walk with very little assistance. Even though he will probably never go out in the community alone (never say never) he can now go to lunch with his friends, on outings with his family and do the day-to-day community activities he needs to do with pride and dignity. It is so amazing to me how Jason's independence and self-esteem has grown because of those two great people. His attitude and outlook on his future are so much brighter. Jason wasn't the only one who learned, I did too! And with my knowledge I can continue to expand on his independence. Oh yes, Jason is also back to work at that same pizza place (of which I believe he got due to the self confidence he has again).

So, I guess I would like everyone to know our story and just how great the services and people are at the San Diego Center for the Blind. I would like to give a very special thanks to those two instructors (you know who you are) for greatly increasing the quality of life for one very special man. I would also like to encourage any of you who might be able to use their very special services to give them a call!

Life can be so good sometimes!!

*Story By Colleen Thornton*

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## Notable News

- For The Healthy At Heart Step classes, given by Sandra Wyspianski, and Yoga classes by Cathy Cosner have up at TMI. Step classes are held on Tuesday and Thursday evenings at 5:00 PM and Yoga class is held every Wednesday at 5:00 PM.
- Substance Abuse Support groups are being held at the San Diego Regional Centers in National City on Tuesday at 4:00 PM and in La Mesa on Wednesday at 3:30 PM. Call Anne Harris at 336-6620 for further information.
- D.J. Jensen, CES Facilitator, was recently elected to the TMI Board of Directors. He will be representing the entire agency staff and will serve for a one year term. Congratulations, D.J.!!
- Welcome back CES Coordinator, Bonnie Stanley from Maternity leave .we sure missed you, bunny!!
- A blissful congratulations to Phylinda Clark-Graham and her husband Rick who exchanged wedding vows this past May 31st in Las Vegas, Nevada. About 60 people made it over for the celebration which also included a double serving of party fun as “Nana” Kaminski (Sandra Wyspianski’s mother) celebrated her 80th Birthday too! Thank’s to all who helped make this special occasion a lifetime memory! What a blast!!!
- Paul Preston, part-time job developer in supported employment has resigned effective July 15, 1997. We wish him all the best and hope to see him back at TMJ in the near future.
- Our lovely receptionist, Alisha Stubbs, will be leaving August 31st. Alisha is pursuing underwater photography in the Virgin Islands wow! She will be greatly missed and we wish her all the best!

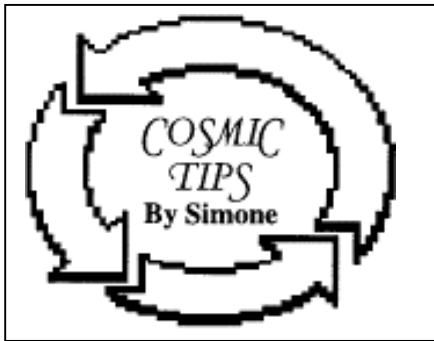
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### TMI Awarded Success Links Grant

Have you heard the news? It was announced at TMI’s annual auction in May, by Art Pinnock, that TMI was awarded the Cycle XX Grant through the State Council on Developmental Disabilities. The grant will link the criminal justice system, county mental health system, and systems that support people with developmental disabilities. The program will be called “Success Links.” It will serve children and adults who have a developmental disability, who require mental health services and/or those being followed by the criminal justice system. The goal of this project is to improve the quality of, access to, and communication between various services and systems.

“Success Links” will begin in September. A full-time Coordinator will be hired to oversee the project. There will also be an interagency advisory council formed.

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Don't you love when things make you go, "wow, I never thought of that," or "that's a great idea!" Those are "cosmic" things and here are a few to share!

- Take the cotton out of your medicine bottles and use it as a regular old cotton ball.
- To remove those nasty, almost invisible cactus needles, run a strip of tape across them and then you'll have "needle tape" and a pain-free finger.

### **HOT SUMMER TIPS**

With the Ozone layer depleting the risk of developing skin cancer is up. In 1930 skin cancer was 1 in 1500 cases in the year 2,000 it will be 1 in 75!!! Take a minute to think about what that means to you.

#### ***Factors to be aware of:***

- family history and age
- fair skinned, burn or freckle easily
- if you've had 3 or more blistering sunburns before puberty
- atypical moles (moles that are odd-shaped and/or odd-colored)

#### ***Take control of your body and take precautions.***

- wear sunscreen lotion of 30 or higher every day!
- wear a hat when in the sun for long periods of time.
- wear light colored clothing that reflects the sun
- pay attention to your medications, many (such as tetracycline) actually increases your susceptibility to the sun.

### **EATING HEALTHY**

- Want to cut out 70% of fat from those cakes, cookies or muffins you make, use applesauce instead of oil when it is called for
- Did you know that creamed cheese is the heaviest in fat, yet they actually offer a fat-free variety try it!

### **REMEMBER THE 3 "R'S" Reduce, Reuse, Recycle**

Send or call your tips to share to Simone at TMI and have a great summer!

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# TMI Advocacy Meeting Information

Advocacy means to speak up for oneself. There are many Advocacy Groups that meet regularly and their goal is to help people to become aware, informed and able to speak up regarding issues in their lives. You can call Area Board XIII for updated information at 637-5563.

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## List of Advocacy Groups In Your Area:

- 1. Council People First:** Meets on Saturdays every other month. Contact Sara Couron at Area Board 637-5563.
- 2. TMI Council:** Meets every third Monday at TMI. Contact Rhonda Birich at 467-0600, Ext. 591.
- 3. San Diego Group:** Meets monthly, 3rd Wednesday of each month at 5pm. Contact Georgia McWhorter at 467-0600, Ext. 539.
- 4. South Bay Group:** Meets monthly, 2nd Tuesday of each month at 5:00 PM. New Contact will be announced. In the interim, contact Maureen Burns at 467-0600, Ext. 3312.
- 5. East County Group:** Meets 3rd Tuesday of each month at different locations. Please check location lists. 5:30 PM. Contact Maureen Burns at 467-0600, Ext. 3312.
- 6. North County:** Contact Area Board for current groups.

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## Additional Advocacy Groups and Representatives:

California People First Representative: Greg Henderson .  
DDS Advisory Committee Representative Norma Rottenberg

For Your Information: There are dozens of other advisory committees in San Diego. Call Area Board XIII at 637-5563.