

Family members, patients speak out about impacts of low pay on mental health workers

by Jay Greene | September 25, 2017

CRAIN'S DETROIT BUSINESS

Starting pay for direct patient care workers in Michigan's beleaguered behavioral health system averaged \$8.69 per hour in 2015 with a turnover rate that averaged 40 percent and could be as high as 58 percent, three state legislators were told by 100 family members, clients and advocates at a forum last week at MORC in Auburn Hills.

Though the state's minimum wage has risen somewhat since then, the reality for workers hasn't changed much: Attendees told legislators that low pay and difficult working conditions can sometimes make life worse for the people with disabilities who the workers are entrusted to serve and cause family members additional grief and heartache.

Direct care workers provide supports and services to residents who have intellectual and developmental disabilities, mental illnesses, or substance abuse disorders.

"I am here to talk about the staff," said Mary Urpsis, who has had a nonverbal daughter in the mental health system in Oakland County for 20 years.

Urpsis said the 20 percent to 40 percent annual turnover of direct care workers creates many problems and hardships for clients as well as their families. "We can't find staff. You can't pay them \$8 per hour and expect them to stay."

"Can you imagine someone new coming into your life every week and providing your personal care, showering and bathing you?" said Sharon Milton, another mother who also has a disabled daughter cared for by direct care workers. "People get attached to staff and they grieve when they leave. Think about that. The staff have to work two or three jobs because the pay is so low, and they are tired."

Families also told legislators they are opposed to four pilot projects proposed to integrate behavioral health and physical health recently approved by the Republican-dominated Legislature for fiscal 2018 under the [Section 298](#) reform plan. The projects, which haven't yet been selected, are expected to begin next year after the Legislature gives final approval to the plan.

Of the more than dozen family members who spoke out, the main criticism they had about the current system is the real-life impact of the state's decision to not fully implement last year's [Section 1009](#) legislative report. The report spoke about the importance of increasing the direct-care worker hourly minimum wage by \$2 to at least \$10.90 per hour and allow workers to accrue needed vacation or time off.

Experienced caregivers earn an average of just \$9.62, while nursing assistants in Michigan earn an average hourly wage of \$13.25, said the Section 1009 report. The minimum wage in Michigan is \$8.90 for non-tipped workers.

In the state's 2018 budget, direct care workers were given a 50-cent-per-hour raise with a \$45 million appropriation. However, the Legislature had considered proposals that would have doubled that amount. "We need more. You can't stop at 50 cents," White told legislators.

Kirk Jude Goddard, vice president of rehabilitation services with JVS Detroit, said with a 20 percent to 40 percent vacancy rate for workers, the cost of training and continued budget cuts to mental health agencies, the additional 50 cents falls far short in addressing the problems. JVS is a mental health and human services agency that employs direct-care workers.

"They leave for better jobs" at McDonald's and Wal-Mart, said Goddard.

Goddard said the mental health authorities in Wayne and Oakland counties added more funding to increase pay for direct-care workers. The Detroit Wayne Mental Health Authority now pays its direct-care workers a minimum \$10.15 per hour. "We appreciate that," but the pay scales are grossly uneven across Michigan, he said.

But the state budget bill also delays the 50-cent-an-hour pay increase for community health direct-care workers until April, saving roughly \$7 million in state funding. Mental health advocates have said the six-month delay in increasing direct care workers pay will hurt average people.



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Redford, MI 48239

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www.thearcnw.org

Next Board Meetings

November 14

December 12 - Holiday Party, too.

2017 - 2018 Board of Directors

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Achieve with us.



United Way
for Southeastern Michigan

From the Director

Anyone who has pursued a typical life for their son or daughter with intellectual and developmental disabilities (I/DD) knows how much work it takes and how hard it is to achieve. You know the challenges to making it possible for our kids to be included in daycare, preschool, general education, jobs, and neighborhoods. Even though people with I/DD have every right to be part of typical life we are still trying to overcome the creation of segregated services that evolved from institutionalization. Well, the next evolution is here.

The federal Center for Medicaid Services (CMS) announced in 2014 that they will no longer fund programs and services that segregate individuals from people without disabilities. Therefore, Medicaid providers operating segregated programs will need to develop integrated options if they want to continue to get paid. CMS requires integrated services through the Home and Community Based Services (HCBS) waiver new rule published in 2014, affecting providers of both residential (group homes) and non-residential (days programs and workshops) services.

The HCBS new rule aims to improve the individual's experiences in the community with people without disabilities, through programs that provide access to the community, promote service delivery in integrated settings, and expand the use of the Person-Centered Planning process. In preparation for the new rule, the Michigan Department of Health and Human Services (MDHHS) surveyed individuals who receive Medicaid support in Michigan. Survey findings identified providers already complying with the HCBS new rule and those that are not. The providers not in compliance, or those only providing segregated services, can apply for the Heightened Scrutiny (HS) process to help retain eligibility for Medicaid payments.

The HCBS new rule supports The Arc's decades of advocacy for integrated options and inclusive communities. We will continue to advocate and provide the information you need to understand how to prepare for positive integrated outcomes. Here are some basic steps to help.

1. Ask for a Person Centered Plan (PCP) meeting.
2. Select the date, location, and who you want to facilitate the PCP meeting.
PCP facilitator can be the supports coordinator, planning specialist, or an independent facilitator (The Arc).
3. Include notes in the PCP document about which meaningful activities and experiences in the community are of interest to the individual.
4. Address all the individual's daily support needs (amount, scope, and duration). Note on the PCP the amount of support time needed, what kind of support (hands on, eyes on, simple direction, etc.), what time of the day, which days, and explain how the supports needed address the person's health and safety.

The Arc NW web site, newsletters, and Facebook page provide information about the Home and Community Based Services (HCBS) new federal rule and much more. The MDHHS 2019 deadline for compliance is near.

Contact us for more information.

Chris



JUST FUN CLUB
COUNTRY WESTERN DANCE

November 10
7:00 - 9:30pm

Thurston High School
Redford
TRADEMARK BAND



The Arc of Northwest Wayne County
The Arc of Western Wayne County

After I'm Gone
Program



November 2

“Estate Planning for Your Future”

November 16

“Transition Planning”

November 30

“Opportunities for Life After School”

Information sessions are held monthly
during the school year at

Western Wayne Skill Center

8075 Ritz Road, Westland, MI 48185
Thursday Evenings 6:30pm - 8:30pm

Please RSVP: 734-729-9100 or 313-532-7915

Beaumont Completes
\$2.5 Million
Autism Center in Dearborn

Beaumont Health has completed its new \$2.5 million Autism Center in its Center for Exceptional Families in Dearborn.



"The center is extremely unique in that we have clinicians, rehabilitation therapists, the University of Michigan-Dearborn Early Childhood Education Center and applied behavior analysis," said Susan Youngs, M.D., medical director at the Beaumont Center for Exceptional Families.

A little more than one-third of the 33,000-square-foot building at 18501 Rotunda Drive has been renovated into a "first of its kind" facility bringing multiple autism resources under one roof, Youngs said. The Autism Center initially opened in May to children for physical, occupational and speech therapy, and the applied behavior analysis treatment component launched earlier this month.

Youngs said she hopes to have the center at capacity serving about 100 children daily by mid-2018. She expects a minimum of eight board certified behavior analysts on staff, as well as about 40 registered behavior technicians.

According to a news release from the health system, the center includes:

- a gross motor and sensory gym
- a behavior room specially designed for the safety of disruptive children
- an Activities of Daily Living apartment with a fully functioning living room, bedroom, kitchen, bathroom and a washer and dryer, to prepare young adults with autism for independent living
- remote observation where parents have access to observe their children remotely in therapy
- 11 treatment spaces
- three exam rooms & three staff offices



JUST FUN CLUB NEWS

Our Just Fun Club Halloween dance was held on Friday, October 13th at Thurston High School. Everyone came in so many types of costumes! We had hobos, The Tin Man, doctors, nurses, Batman, Spartan and Detroit Red Wing Fans, witches, Dracula, Minnie Mouse, a snow globe, Hippie Flower child and so many more! Everyone had so much fun dancing to our favorite Trademark band.

We served chocolate, blueberry, custard, jelly, Apple filled, powdered, cinnamon/sugar, glazed, nutty and plain donuts. Everyone enjoyed our yummy apple cider too.

Our raffle winners were: John Beck, Nicole Brey, Ann Marie Harshman, Kori Porter, Tony Samborski and Carl Solak. A variety of stuffed animals were also available to everyone as they left the dance.

We hope everyone can join us for the last of our 2017 dances:

Nov.10, Country Western Dance, Thurston 7:00-9:30

Dec. 16, Christmas Dinner Dance, Hellenic Center, Westland 5:00-9:30 *pre-pay \$15 (at The Arc)

January - May dance dates will be listed in our next newsletter.

Happy Autumn,
Jackie Norris

Save the Date

February 24, 2018

The Arc. **Dinner Dance**
 Northwest Wayne County
 313-532-7915
 thearcnw.org

Laurel Manor Livonia
 Live Band **Nightline**

Open Bar - Dinner - Desserts - Dancing
Bring your friends and family to this Fantastic Event!
Watch for your Dinner Dance invitation in January!

Guys & Dolls

Afternoon Bowling League

New bowlers are welcome

Call Jim Gallas (248) 318-8856

Or jagallas@comcast.net for more information.



1:30 pm - 3:00pm each Saturday

Check-In at 1:15pm

Oak Lanes in Westland

The Arc's Car Donation Program

How to Donate

The Arc accepts cars, vans, trucks, boats with a trailer, and recreational vehicles seven days a week, 24 hours a day. It's as simple as filling out our online donation form.

You must be able to provide: the year, make, and model of your vehicle, the general condition, the vehicle identification number, and have the title and lien in hand.

The Arc will take care of the rest and arrange a convenient time for free auto towing. Your tax form will be mailed to you as a "Non-Cash Charitable Contributions," within four to six weeks.

Prefer to speak with a person? Call (877) 272-2270 and a friendly operator will assist you. Read more about it! (Find the online donation form here, too.)

<http://www.thearc.org/donate-my-car>



The Arc Sports News

Time does fly - Fall is here and almost a New Year!! Poly hockey is almost at season's end; the State Tournament is November 11 – 12 in Lansing. Good luck to the following teams: Wolverines, Hot Shots, & Wings. By the way, the Wings will be styling in their NEW uniforms (see photo). From the fundraising money, new helmets were purchased for the 3 poly hockey teams (state requirement) along with new uniforms for the Wings. Two basketball teams will also be sporting a new look for the 2018 season! With that being said, a new logo, combining The Arc and Special Olympic logo has been created, with the approval of Special Olympics. When purchasing any new uniforms this logo is to be used.

New locations have been found for the basketball teams; Cooper and Riley Upper Elementary for Wolverines, Hot Shots, Lightning, & Pistons; Adams Upper Elementary in Westland for the Wildcat team. Basketball season starts the first week in December. Your coaches will update you on date and time.

Basketball coaches GET A HEAD START; check health forms for expiration dates. The state basketball tournament is March 23-24, 2018. If form expires on or before March 24, 2018 please give your player a new health form to make doctor appointment or have doctor complete.

Also, check Coaches Corner on SOMI website for you & your volunteers for any expired or missing forms. **The Arc office enters players, coaches, & chaperone information into GMS for us, they do not check dates of expired/missing forms. It is your responsibility to check Coaches Corner and to make sure health forms are current for entire season.**

Jackie Foust, Area 23 Director, will be retiring Jan. 1, 2018. Her replacement is Sue Campbell, Plymouth-Canton Star sport coordinator. With this transition it's very important that you double check your paperwork before turning anything in for correct legal spelling of name, expiration dates, etc. Sue might not catch this first (as Jackie did), it will go to SOMI and come back as an error.

Area Coordinators meeting is November 6th @ Stevenson Middle School, Wayne MI, at 6pm. All coaches are invited to attend.

Thank you everyone for all you do to make the Sport Program GREAT!!

Janice



Donations

Carly Elizabeth Diakow

Carly graciously donated her gifts of money from her graduation party to help her friends at The Arc of Northwest Wayne County

Thank You Carly!

Ardiola Sinaj

Megan O'Neil

In Honor of

Kristie and Guy Diakow's Wedding

Memorials

Don Rousseau

Passed away on October 19, 2017.

Mr. Rousseau was a long-time Arc member and Just Fun Club volunteer who gave many years of his time organizing social events and supporting adults with disabilities who took part in Arc activities. Don will be greatly missed by many in our community.

Memorial Service

December 9, 2017, 11:00 a.m.—Lunch following

New Faith Chapel

19478 Middlebelt Road

(1/4 Mile South of Sibley)

Romulus, MI 48174

Membership Renewals

Jim & Dawn Carson

Samuel Delorey

Marcus Ealy

Farah Abdullah

Barbara Frager

Sabrina Jenkins

Carey Leach

Livonia Opportunity House

Larry Maniaci

John & Rita Marzec

Dorothy McLean

Casey Orr

James Parsons

Kevin Schrot

Nicholas Snead

Stephanie Uphoff

Roxanne Young



If you hear of the passing of an Arc member please let us know. Help us honor the memories of our members and support one another through difficult times.

Call The Arc NW office

313-532-7915



The Arc
Northwest Wayne County

November 2017

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4 Bowling 9:30am Oak Lanes Guys & Dolls Bowling 1:15pm Check-In Oak Lanes
				AIG Estate Planning for Your Future 6:30 - 8:30pm Skill Center		
5	6 Poly Hockey Wolverines 7 - 8pm Skill Center	7	8 Poly Hockey Hotshots 6 - 7pm Skill Center Poly Hockey Wings 7 - 8pm Skill Center	9	10 JFC Country Western Dance Thurston HS	11 State Poly Hockey Tournament No Afternoon Bowling
12	13 Poly Hockey Wolverines 7 - 8pm Skill Center	14 Board Meeting 6:00pm	15 Poly Hockey Hotshots 6 - 7pm Skill Center	16 AIG Transition Planning 6:30 - 8:30pm Skill Center	17	18 Bowling 9:30am Oak Lanes Guys & Dolls Bowling 1:15pm Check-In Oak Lanes
19	20 Poly Hockey Wolverines 7 - 8pm Skill Center	21	22	23 Happy Thanksgiving Arc Office closed 23rd & 24th	24	25 Guys & Dolls Bowling 1:15pm Check-In Oak Lanes
26	27	28	29	30 AIG Opportunities for Life After School 6:30 - 8:30pm Skill Center 		

CHECK IT OUT!
The Arc of Northwest Wayne County's
Web Site
thearcnw.org

Friend us on Facebook
The Arc of Northwest Wayne County

Facebook



The Arc
 Northwest Wayne County
 26049 Five Mile Road
 Redford, MI 48239

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 Each edition of this newsletter is prepared for mailing by volunteers from Zeta Tau Alpha.



The Arc
 Northwest Wayne County
 26049 Five Mile Road
 Redford, Michigan 48239
 313-532-7915

**Inside The Arc is also available online at
thearcnw.org
 Call 313-532-7915 to end your printed mailed newsletter.**

Membership Application

Name _____

Email Address _____ **Daytime Phone** _____

Address _____

City _____ **State** _____ **Zip** _____

Name _____ **Birth Date** _____

(Name line above for member(s) with intellectual and developmental disability)

Address (if different) _____

Telephone (if different) _____

Welcome!



Membership Dues

- New Member
- Renewing Member
- Associate Member
- \$35** Annual Family or Group Home Membership
- \$25** Individual Membership
- \$25** Associate Membership

DONATIONS **\$10** **\$25** **\$50** **\$100** **\$150** _____ **Other**