

Dignified and meaningful employment for people with disabilities...Quality services for Missouri.

Workshop Image Sometimes Incomplete for Outsiders

by MASWM President Brent Blackwell

The current climate is not always accurate when it comes to assessing the value of workshops.

Especially among outside observers, we sometimes see little recognition of the historic contribution by workshops. Others glibly speak of “community placements” as if they grow on trees. With these and other trends in mind, it’s important to remember the huge range of services offered by workshops and their dedicated staffs.

In plain English, workshops offer a whole lot more than “just work.” Here are a few examples:

- Managers and staff members, working with Missouri’s Department of Elementary and Secondary Education and Sheltered Workshops of Missouri, ensure that employees with developmental disabilities work in an environment that is safe and comfortable.

- Nearly constant adjustments and adaptations are made to offer each individual employee the ability to work on jobs that he or she may otherwise not be able to do. This is done through the use of ergonomics, custom forms and other means to offer the employee a level of confidence and surety, which then develops and maintains pride in a job performed well.

- Equally important is the ability of managers and staff to look at any situation and be able to make necessary adjustments, whether for safety, simplification of a process or just to make an employee feel comfortable. These adaptations are a necessity and are successfully accomplished by workshops on a daily basis.

I think we should express a huge “thank you” for all those who think about and make these types of adjustments to better serve the individuals with developmental disabilities who work under our supervision.



MASWM President Brent Blackwell notes that descriptions of workshops often fall far short of reality.

DESE Summary Shows Workshop Results

The Department of Elementary and Secondary Education recently provided their workshop data summary for December 2014 and comparison to the previous month.

Those figures (with November numbers in parenthesis) are as follows:

- FY-15 Total Appropriation, \$25,283,457 (\$25,283,457)
- FY-15 Appropriation Withholds, \$1,243,504 (\$1,242,504)

- FY-15 Available Appropriations, \$24,039,953 (\$24,039,953)
- FY-15 Available as of Dec. 14, \$11,308,080 (\$13,154,650)
- FY-15 Average Monthly Expenditure, \$2,122,315 (\$2,177,061)
- FY-15 Projected funding, 5.33 months, 6.04 months = .67 mo. projected shortfall 3 weeks; 94 mo. projected shortfall = 4 weeks
- Certified Workers, 6,860 (6,830)

- FTE, 5,286 (5,280)
- Waiting List, 1,659 (1,658)
- Average Hourly Wage, \$3.73 (\$3.32)
- YTD, \$3.32 (\$3.25)
- Hours Worked CP, 602,955 (756,775)
- YTD, 4,141,731 (3,538,776)
- Vocational Training Hours. CP, 23,136 (18,079)
- YTD, 97,677 (74,550)

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WIOA Promises Much, But Brings Even More Concerns

Although many veterans of Missouri's workshops laud aspects of the federal Workforce Innovation and Opportunity Act (WIOA), most see potential problems from the law passed in 2014.

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Mission

Sheltered Workshops in Missouri share a common mission of providing dignified and meaningful employment opportunities for people with disabilities.

If you have questions regarding the Missouri Association of Sheltered Workshop Managers, please contact: Legislative Chair Randy Hylton at (816) 781-6292 or e-mail rhylyton@vsiiserve.org; or President Brent Blackwell at (660) 542-1401 or brent.blackwell@att.net.

A parent quoted in an article by the *Kansas City Star* expressed the concerns well, "The intentions of people looking after the needs of the disabled population are good," Barb Winkler said. "But the nuts-and-bolts effect of what (the new rules) are going to do is not positive."

Parents with extensive background in the area are among those who are most concerned. One reason is simple: many struggled to create the first-ever systems for their children with disabilities, often fighting intense battles for even meager funding. Now, they see well-meaning "advocates" who blithely promise community jobs without any assurance of funding for what are often very expensive support services.

In Greater St. Louis, Jim Guyre at Valley Industries sees similar concerns. Back in 2011, he collected comments from parents involved with adult children employed at the Hazelwood workshop. Over and over, words such as "independence," "pride" and "fellowship" showed up. In almost every story, there was intense relief in finding a program that addressed their loved ones' needs.

"Valley industries is always a safe place," noted the sister of a Valley Industries consumer. "Brian would not do well in competitive employment."

Jack and Peggy Swartz of Harrisburg have two sons with developmental disabilities and work for CMSE. "We feel very fortunate to live in the Columbia area and to have a resource such as CMSE to provide meaningful employment for them. Not only is the organization a productive asset for the community, but it also gives our sons an

employment resource where they can interact with peers while learning important job skills. It generates within them a sense of purpose and productivity. Without such a local workshop, it would be very difficult for them to find meaningful employment. They genuinely enjoy working there."

Others with concerns are professionals who work with workshops and people with disabilities. Debbie Gwinn, Clay County Public Administrator, noted Vocational Services, Inc. near Kansas City is a good example.

"They provide a purpose for our clients so that they are able to contribute to the community," Gwinn said. "VSI brings feelings of dignity, security and hope to that individual. It's a much needed organization."

One parent involved with Lafayette Industries in Manchester was so inspired by the issue she composed a list of the top 10 things Lafayette Industries provides. The list is one most parents would agree with: dependable and real work with set day-time hours in a safe and secure environment; goals; social gains; supervision; a protected environment in which to shine; a future; independence; happiness; support and acknowledgment of success.

In the *Kansas City Star* article, parent Barbara Winkler again summed up the issue well. "If people were able to have community employment, they would be community employed," she was quoted as saying. "It's a little disturbing that we build programs for people with developmental disabilities and then we come along and dismantle them and try something else for a while."



The Columbia Entertainment Company donated all proceeds from their Sept. 25 rendition of the *Wizard of Oz* to Central Missouri Subcontracting in Columbia. The event raised \$3,000, and part of the funds were used to purchase new refrigerators for Central Missouri's break room. The workshop was grateful to everyone involved, including members of the cast, Downtown Appliance and Creative Photo.

Retirement Brings Look Back at Workshop History, Successes

Long-time MASWM member and officer Bob Engemann is among the outstanding leaders who will soon retire.

Executive Director of TEMCO in Marthasville, located in Warren County, Engemann began his workshop career in 1989. He admits the changes have been many.

“The biggest thing was Medicaid

Waiver,” he said. “That had recently come on board prior to my beginning. Supported employment was becoming popular, along with that program being well funded on the federal level.”

Engemann came to nonprofit workshops following his career in manufacturing for private industry with an accounting and a purchasing management background. “Workshops are a continuation of manufacturing, but you bring in the human factor to a larger degree,” he noted. “There’s still that ‘all-important’ customer contact; you still do quality awareness, payroll, HR. It’s a business, but you also have that huge human services component.”

Sometimes the mix of these is, well, unusual. Engemann notes one case where he returned from testifying before a legislative committee in Jefferson City and was in the midst of updating his staff when an employee reported an overflowing toilet. “Managing a workshop is a lot like being a small business owner,” he noted. “You do it all.”

Engemann said he is concerned with the future of workshops although he is hopeful change will bring positive results, too. He noted that the Workforce Innovation and Opportunity Act (WIOA) is a good example. While some of the proposals are positive, many people may overlook the extensive costs that will be involved through this mandate.

“There’s an ‘implementation cost’ involved,” he said. “But the funding isn’t there currently. That’s a big concern.”

Workshops also offer significant and



Bob Engemann (left) has been a workshop manager and MASWM leader for years. He was recently honored by Association members, including President Brent Blackwell who presented Engemann a plaque at the October meeting.

Groups Discuss Joint Issues

The joint committee of MASWM and the Missouri Association of County Developmental Disabilities Services (MACDDS) met again on Oct. 22 in Columbia. Members of the Missouri Association of Rehabilitation Facilities (MARF) were also in attendance. Carl Calkins and Tom McVeigh from the University of Missouri-Kansas City Institute for Human Development moderated.

The focus was on finding common ground for the groups to address legislation that has the potential to change the landscape of employment across the nation for individuals with developmental disabilities. The meeting began with general discussion of outcomes then broke into three groups for an analysis of issues and selecting the three top priorities.

The major issues discussed included supporting a range of individualized, flexible employment options; a system without walls; a unified voice; and a proactive stance while respecting individual choice.

Another meeting is planned for February. This meeting will include DESE, DMH, and VR. Plans are to then hold a “Spring Summit,” similar to the one held April, to begin putting plans into action. The summit would include members from MASWM, MACDDS, and representatives of MARF, state legislators, DESE, DMH, VR, and other stakeholders. The committee is considering a speaker to set the tone for these goals.

unique advantages. “I’ve always thought this is an ideal training ground for employees who are new to ‘the work environment,’” he noted. “They are instructed on and learn things from workshop staff like punctuality, safety, teamwork and quality awareness. Most people got that at home at a young age when mother directed them to, ‘remember to do the dishes after dinner’ or on their first job. Our employees may not have had that introduction, so it’s important that they have those experiences as they enter the workforce world.”

Typical of Engemann’s dedication, his retirement plans are a little indefinite because he wants to make sure his workshop is in good hands. He feels he has an excellent staff in place currently. Turning 66 next fall, Engemann hopes to do some traveling.

Repurposing Books Helps Provide Employment

BooksKC has been awarded for “Outstanding Sheltered Workshop Recycling” by the Missouri Recycling Association.

Operated by the Rehabilitation Institute of Kansas City since 2012, BooksKC has recycled or repurposed over 1,000 tons of books while maintaining the Rehabilitation Institute’s

mission to build brighter futures for individuals with disabilities.

The book-recycling project employs nine full-time and 22 part-time workshop clients as well as four staff members. BooksKC receives donated books from libraries, businesses, universities, and local Kansas City residents.

14(c) Questions Continue to Pile Up Despite Assurances

The future of 14(c) minimum wage variations continues to be a major issue across the country. Federal legislation has been introduced that would even repeal Section 14(c).

In 1938, Congress enacted Section 14(c) of the Fair Labor Standards Act (FLSA) to allow payment of special minimum wages commensurate with individual levels of productivity. The Act was intended “to prevent blocking opportunities for employment of persons with significant disabilities.” Today, approximately 425,000 workers with disabilities in this country receive special minimum wages with about 75 percent having intellectual disabilities.

Unfortunately, many today are unaware of the complexity of the issue and seek to eliminate payment of subminimum wages for workers with disabilities in locations such as workshops. Although the motivations are laudable, most who have looked at the issue closely believe it is completely unrealistic to think that all workers with disabilities will find community employment with private business.

Even if that were possible, the cost of providing the necessary supports would

be unaffordable even in the most optimistic scenario. Unless taxpayers are prepared to subsidize workshops by millions of dollars, simply raising wages will bankrupt workshops.

The Florida Association of Rehabilitation Facilities (ARF) recently published a detailed White Paper examining the issue. They concluded

Eliminating this option would “...deny work opportunities for individuals with the most significant disabilities...”

that equitably calculated subminimum wages “...provide fair and equitable payment for the amount of work produced.”

Most of all, eliminating this option would “...deny work opportunities for individuals with the most significant disabilities who cannot meet established productivity standards established by the non-disabled workforce unless employer subsidies are provided to bridge the gap between wages paid and productive output generated. While such subsidies routinely occurred in the past, they rarely exist today.”

As does Missouri, Florida ARF does support that state’s Employment First strategy for youth with disabilities who are transitioning from school. They also believe individuals with significant disabilities must not be denied the opportunity to work at center-based

employment sites earning a fair wage when this is an individual’s preferred choice. They concluded that phasing out the special minimum wage would result in many individuals with significant disabilities having no opportunity for productive employment.

Another perspective came in a paper written by Gretchen Nye and Cody Unser at the George Washington University School of Public Health and Health Services Department of Health Policy. Their conclusions are significant and noted that eliminating Section 14(c) could throw hundreds of thousands of people with disabilities out of work: “Absent further data on the positive or adverse impacts of the 14(c) program, no action should be taken toward the program’s elimination.”

Within this report are other notable factors. The number of employees impacted is enormous, potentially involving 30-40 million people with disabilities. Many arguments for nearly total community employment ignore factors such as the many expensive assistive devices used at locations such as workshops. Other workshops services unlikely to be offered in private employment include case management, daily living skill supervision, job coaching, occupational therapy, personal care assistance, task adaptation and transportation. An excellent video outlining the issue is available at www.youtube.com/watch?v=QD_G8Lqdl98



Missouri Senator Doug Libia (right) recently presented free tickets to a concert he hosted. Receiving the tickets are (standing) Manufacturers Assistance Group Managing Director Jeff Arnold and MAG employee Tracy Whitlow. Senator Libia hosted the concert at the Tinnin Fine Arts Center in Poplar Bluff on November 24, and he personally delivered tickets to the workshop.

Sedalia Workshop Partners with Global Company

Cooperative Workshops, Inc. in Sedalia has a very productive business partnership with Gardner Denver, a global manufacturer of compressors and other devices.

In Sedalia, Gardner Denver manufactures large industrial-type compressors. Several processes with this equipment often become “bottlenecked” and slow down production. Cooperative Workshops is then called upon to prebuild or prepackage items for better workflow at Gardner Denver.

This type of collaboration is not unusual for many workshops in Missouri. Gardner Denver has 40 manufacturing facilities located in the Americas, EMEA and Asia Pacific with offices in 33 different countries. Cooperative Workshops’ first partnership with Gardner Denver was in 2003. They started assembling separators and reservoirs for their air compressor lines. Cooperative Workshop now assembles 21 items for Gardner Denver.

State Board Names New Missouri Commissioner of Education

Following interviews with five finalists, the State Board of Education voted unanimously to select Dr. Margaret Vandeven as the next Commissioner of Education, effective Jan. 1.



Dr. Margaret Vandeven is Missouri's newest State Board of Education Director.

"We believe in the positive impact of the Top 10 by 20 plan on Missouri's children," said State Board President Peter Herschend. "We strongly believe that Dr. Margie Vandeven is the right person to accomplish the goals of the plan."

Board members cited Dr. Vandeven's strong background in education and extensive knowledge of education policy at the state and federal level as preparing her for the position. They also cited her drive and determination to make the Top 10 by 20 plan a reality.

"I am honored to serve as Missouri's Commissioner of Education, and I am committed to and focused on doing what's right for the children of Missouri," said Dr. Vandeven. "I stand ready to support our school districts and charter schools, working together to move Missouri into the top 10 in student performance."

Dr. Vandeven brings 24 years of education experience to the role, including the last nine years at the department. She served most recently as the Deputy

Commissioner for the Division of Learning Services coordinating the work of the seven assistant commissioners. Dr. Vandeven's previous experience consists of 13 years as an English language arts teacher and administrator in private schools in Missouri and Maryland. She completed her Bachelor of Science in Education at Missouri State University, Master of Education at Loyola College in Maryland and Doctor of Philosophy at St. Louis University.

A primary focus for Dr. Vandeven will be Missouri's Top 10 by 20 initiative, a major improvement effort that aims for student achievement in Missouri to rank among the top 10 states by 2020. The plan's goals include graduating all Missouri children ready for college and career; preparing all children for success in kindergarten; and preparing, developing and supporting effective educators.

Dr. Vandeven takes over the Commissioner's office from Dr. Chris L. Nicastro, who retires effective Dec. 31, 2014. She will serve the state as the sixth commissioner of education.

Workshop, Employees Featured in Article

The Kansas City Star recently published an outstanding article on JobOne in Grandview.

Written by Tim Engle, the article focused on something many people outside of workshops never see: special events like holiday parties that make the workshop environment something special.

JobOne is a nonprofit that runs three sheltered workshops, a recycling center and a document-shredding operation in the Kansas City area. It employs approximately 275 people with devel-

opmental and intellectual disabilities.

JobOne CEO Aaron Martin noted the emphasis on workers is important. "We really want to shine a spotlight on the people we employ because we feel they bring a lot of value to JobOne and to the community," he said in the article.

The party, held at an area center for older adults, drew about 600 people, including family, friends and care providers. Engle noted that the "...event looked to be part prom, part awards banquet and part graduation ceremony. Several employees were honored for their contributions, and, afterward, they posed not just for official pictures but also the cameras and cell phones of family members."

Fox4 News' Phil Witt emceed the event. Also on hand were a number of JobOne customers and supporters.

The complete article is online at www.kansascity.com/news/local/article4328586.html

Workshop Updates

Manager Tom Miller reports that Opportunity Workshop in Stanberry has a new web page: www.opportunityworkshop.org.

Mike Frazier is now General Manager of Web-Co Custom Industries in Marshfield. His email is mfrazier@webcocustom.com.



Several workshop managers recently met with Missouri House Representatives. Shown here are (from left) Matt Burridge, Project Inc.; Rep. Rick Stream; Jim Guyre, Valley Industries; Rob Libera and Judi Hellman, Lafayette Industries. Also present were Speaker-Elect John Diehl and representatives Sue Allen and Tom Flanagan. Representative Diehl reiterated his support for funding and services for persons with disabilities and that it will be a top priority during the next two years.

Valley Industries Marks Multiple Successes

Valley Industries in Hazelwood has been busy on several fronts recently.

Executive Director Jim Guyre was Co-Chair for the Rotary Club of Florissant Annual Charity Auction that benefits North County Charities Nov. 22. The auction raised \$40,000 for North County Charities such as Valley Industries.

The eighth annual Mayors' Shamrock Ball benefitting Valley Industries Sheltered Workshop will be March 7. The Mayors of Black Jack, Florissant, Hazelwood, Ferguson and Bellefontaine Neighbors come together

JSI Receives Grant To Boost Recycling

JSI in Arnold, Mo. received a grant of \$7,500 to buy a document shredder. The grant was from the Jefferson Memorial Community Foundation in Festus.

JSI Director Lorraine Schroeder reports that the foundation is new to the area.

Mercy Hospitals purchased the Jefferson Memorial Hospital and established this foundation.

JSI staff members are very grateful to be a recipient of this grant and adding this shredder to their ongoing recycling program.

ABLE Helps Savings Accounts

This fall, Congress passed and the President signed the ABLE Act. The legislation creates tax-free savings accounts for individuals with disabilities.

The bill allow peoples with disabilities to create ABLE accounts at banks or other financial institutions. Up to \$14,000 could be deposited annually, and up to \$100,000 could be saved in the account without risking eligibility for Social Security or other benefits.

Persons would retain eligibility for Medicaid regardless of how much was deposited in the accounts. Missouri Senators Blunt and McCaskill both voted in favor of the bill.

to host this fundraiser for the sole purpose of raising funds for Valley Industries. The crowning moment is when Valley Industries' Workers of the Year are crowned as the King and Queen. For more information or for tickets and sponsorships, visit www.valleyind.net/shamrockball.shtml.

Special Program in Newspaper

Valley Industries was also featured in an article created by St. Louis-based TAGG Logistics. A service provider to mid-sized healthcare and consumer-products companies, TAGG is celebrating the one-year anniversary of providing employment opportunities to persons with disabilities at its St. Louis center. TAGG partners with Valley Industries to create a supervised enclave of employees assembling projects for TAGG clients under the guidance of Valley Industries professionals.

"Our partnership with Valley Industries has allowed us to continue their mission of providing dignified and meaningful employment to adults with developmental disabilities in an inclusive environment at TAGG's facility with TAGG employees," said Tod Yazdi, a principal at TAGG.

The partnership also expands opportunities for Valley employees. "TAGG has allowed us to place our workers alongside TAGG's workforce in an environment where they can, learn,



Workers like Tonya at Valley Industries recently had reasons to smile with several successes at the Hazelwood workshop.

grow and be productive," Guyre said. "Inclusive employment outcomes, which integrate individuals while still providing safe, sheltered and structured support, are fantastic opportunities for our employees and their families."

One such employee is Tonya Joins, an employee of Valley Industries for over 35 years. For the past year, she has been working in the enclave at TAGG's fulfillment center. She works on a variety of assembly projects for TAGG. "Being able to work in a larger group with a mix of both developmentally disabled individuals and TAGG employees has given Tonya a greater sense of responsibility and confidence," said Lila Joins, Tonya's mother. "She looks forward to going to work and feels a heightened sense of belonging."



JSI workshop in Arnold held their Christmas Party Dec. 19. Two employees received 20-year service awards, and four received 10-year service awards. Some 250 employees, families and friends were served lunch. There was also dancing to the local DJ and even a visit from Fred Bird!

VSI Booster Club Offers New Forum for Parents, Guardians

Since Vocational Service's inception in 1966, parents have been the driving force behind the establishment and growth of VSI in Liberty and North Kansas City.

The high level of involvement and commitment of the parents and families of the persons served brings a value to VSI that is unmarked. It is their vision that has continuously pushed VSI to attain a high level of quality in each of its programs.

This year, VSI parents have once again rallied their efforts and have created a new forum to provide VSI with needed support through the formation of the Friends of VSI Booster Club.

The mission of the booster club is to support, encourage and advance VSI programs through fundraising, community building and teamwork. Previously, friends of VSI have often worked independently in an effort to support the different workshops and programs. This support sometimes resulted in a fragmented approach. Friends of VSI from different workshops/programs have rarely had the opportunity to meet each other. VSI leadership and staff believe Friends of VSI – Booster Club will give interested parties an opportunity, through a common purpose, to get to know each other and provide a mutual support system.

In addition, organizers believe that Friends of VSI will be an avenue for fundraising, which is necessary to offer an extended level of quality to VSI programs. It will be the goal of Friends of VSI – Booster Club to raise money to fund special projects and to assist with situations where there may be gaps in



A good time and some successful fund raising were evident during VSI's fall bowl-a-thon. The event is one of several that are part of increased efforts to involve parents, guardians and other supporters of people with disabilities.

funding from other sources.

Julie Hentges, VSI Volunteer of the Year and devoted parent, has spearheaded this effort. "It is our hope that Friends of VSI – Booster Club will provide a level of support to VSI staff and leadership programs, while building community with those of us who are friends and family of VSI," she said.

Julie was present at the Length of Service Award Ceremonies held in August at the workshops, where she first began talking with families and friends of VSI about her idea for a booster club. As a result, the founder's meeting was held on September 9, 2014, and the Friends of VSI Booster Club accepted their first memberships.

Members have already collected and

donated items used to create several baskets for the VSI Annual Bowl-A-Thon and Silent Auction, raising more than \$1,000. The boosters have made plans for several workdays, including fall cleanup around the outside of the buildings, as well as some painting projects.

The Friends of VSI Booster Club will be meeting the third Tuesday of each month at the VSI administration office located at 935 Kent, Liberty.

For more information, contact Sherry Summers at ssummers@vsi-serve.org or by phone at 792-9547. You may also check VSI's Facebook page for the latest updates. Booster Club meetings will be the third Tuesday of each month.

Scenic Rivers Celebrates New Contract

Scenic Rivers Industries in Salem recently welcomed a new work contract to keep the shop and its workers busy.

For some time, Scenic Rivers has labeled and packaged poles for S&K Manufacturing and Printing in O'Fallon.

A new job involves drilling holes in the poles and applying snaps that were previously installed by S&K. The com-

pany also provided the machine to drill the holes.

S&K has been a great partner for Scenic Rivers, and the workshop provides many jobs for their company, including manufacturing several bat and bluebird house products.

For additional information on S&K, visit www.skmgf.com.



Cooperation between Scenic Rivers and S&K Manufacturing helped create jobs.

Missouri Workshop Active In Fight Against Ebola

A Missouri workshop is helping battle Ebola by cooperating with the federal AbilityOne program.

Defense Logistics Agency Troop Support in Philadelphia, Pa. contacted AbilityOne in October to learn which products needed to support the Ebola effort could be procured through AbilityOne. One item was identified—utility aprons, produced by Web-Co Custom Industries, Marshfield. This item will be used in support of Operation United Assistance, the Defense Department operation supporting the U.S. Agency for the International Development-led effort to contain Ebola in Western Africa.

The utility apron, which has been protecting mechanics and laboratory technicians when working with chemicals since the early 1990s, is a tear-resistant apron made of polyester yarn and coated with vulcanized rubber. DLA Troop Support ordered 85,000 of these aprons, a significant increase from the typical production of about 5,000 per year. The contract usually employs eight people with significant disabilities and ramp-up production will employ an additional 10-12 indi-



Workers at Web-Co were part of an effort to better prepare the U.S. for the fight against Ebola.

viduals.

Historically, AbilityOne Network members have provided much-needed supplies, helped with cleanup and rallied to support their customers throughout natural disasters within the United States, such as hurricanes, tor-

nadoes, floods and fires. AbilityOne employees also provided contact center support, and collected and donated supplies following international disasters such as the 2010 earthquake in Haiti and the earthquake and tsunami in Japan the following year.

Hayti Workshop Hosts Missouri Senator, Visits Six Flags

Pemiscot Progressive Industries in Hayti, Mo. recently hosted Missouri Senator Doug Libia and his aide, Kyle Aubuchon.

The visitors were impressed by the size of the operation and even offered to help on a project under way at the time. Pemiscot Progressive Industries Director Angela Hudgens said she looked forward to visiting with them again in January at the MASWM meeting in Jefferson City.

Pemiscot employees have been busy in other ways, too. They made a visit to Six Flags in St. Louis. Most of the workers had never been out of Hayti or Caruthersville, so they really had a great time.

The trip was possible thanks to donations made by local businesses in the community. The travelers also stopped and ate in Perryville before returning home.



Pemiscot Progressive Industries recently hosted Missouri Senator Doug Libia and his aide Kyle Aubuchon (photo at left) then visited Six Flags in St. Louis (above).