

JULY 2024

The PIC Informer

From the Desk of the Director

Hello.

The DODD of Ohio has added another increase in waivers. Some providers did split the January increase- half in January and other half of increase in July. Some providers gave less. As you know we gave full % of raise awarded in January.

Partners In Community have been fortunate to have so many employees that take pride in what they do and quality has been above and beyond. Thank you to all that are committed to what they do. We are using the next increase as it was intended to improve quality in supports. Improvement is always the goal.

We should receive the July increase before next payroll. Payments come in 3 weeks after billing is submitted typically. The next payroll all employees will get \$1.00 more an hour increase for all awake hours. It is clear that the increase can only be used for awake hours. On Site On Call (OSOC) hours will not increase.

Any additional increases will be based on evaluations of performance. So otherwise, each Direct Care Professional have an opportunity to earn a higher yearly raise. That evaluation process and increase will also take into consideration the completion of required training, completion of required paperwork, following Individual Support Plans, and general expectations on shifts. Always important communication prompt and accurate. We want to remember to represent ourselves in the homes and in the community with professionalism. The evaluation increases will start January 2025.

The yearly training required will be coming up soon. All will receive notice of the dates. We will further discuss evaluations at trainings and further emails. *Eric, Velda & Hallie*

DIETARY TEXTURES

News by Lea Musa - *In 2023, 9 Medical Emergency MUI's were filed relating to choking, where choking relief such as abdominal thrusts were administered. Prevention planning, while at the core of all MUI's, is most especially important when it comes to choking incidents. Recommendations can include looking at the dietary texture the individual was consuming at the time of the incident. SCBDD QA Nurse Kylie Paquin discussed with me the importance of dietary textures:*

"Why does a person have dietary modification and why are the changes important?"

QA Nurse Kylie: This can be for a variety of reason including dysphagia, history of choking, and medications side effects.

Modifications are extremely crucial to ensure the person that has eating/swallowing difficulties get adequate nutrition and fluids and prevent aspiration which can cause serious respiratory infections.

"What can providers ensure regarding dietary textures?"

QA Nurse Kylie: It is important to train staff on diet texture modification choking/aspiration prevention, having person specific training on diagnosis causing a need for diet texture, medications that may cause trouble swallowing, dietary needs for that person, any assistive equipment, etc.

"There were 9 choking incidents that took place in 2023 while in 2022 there were 0, based on those numbers what is your impression of that increase?"

QA Nurse Kylie: It is concerning due to the increased risk of hospitalizations, infections, and surgical needs for that person. Although there was an increase, staff are acting quickly and communicating concerns of need texture changes for those we serve. I encourage providers to continue to monitor food preparation to the correct texture. If staff or family are concerned that a person served has eating or swallowing difficulties, they should seek medical attention/advice from the individual's PCP for a swallowing evaluation.

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California Roll In a Jar

Ingredients

- 1 cup uncooked sushi rice
- 1 cup water
- 1/2 teaspoon salt
- 1 tablespoon rice vinegar
- 1 tablespoon sugar
- 2 medium ripe avocados, peeled and cubed
- 1 cup lump crabmeat, drained
- 1 cup chopped cucumber
- 2 nori sheets, thinly sliced
- Optional toppings: Pickled ginger slices, soy sauce and toasted sesame seeds

Directions 1. Wash rice in a colander until water runs clear. Combine rice, 1 cup water and salt in a large saucepan; bring to a boil. Reduce heat; cover. Simmer until water is absorbed and rice is tender, 15-20 minutes. Remove from heat. Let stand 10 minutes. Combine rice vinegar and sugar, stirring until sugar is dissolved. Stir into rice.

2. Place 1/3 cup rice into each of four 1-pint wide-mouth canning jars; layer with half of the avocados, crabmeat, cucumber and nori. Top with remaining rice and repeat layers. Cover and refrigerate until serving. Transfer into bowls; toss to combine. Serve with toppings as desired.

Test Kitchen tips

- Imitation crabmeat is a very acceptable substitution for the more costly lump crabmeat. Tuna fish, smoked salmon or smoked trout are also good replacements the crab.
- Have fun and add other ingredients you like, such as matchstick carrots or cubed cream cheese!
- To keep avocados green, toss in rice vinegar before layering.

NOOM

VS.

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The Noom diet website recommends focusing on "natural weight-loss foods" that provide energy and leave a person feeling satisfied without exceeding their recommended calorie intake. Unlike most diets, the Noom diet does not prohibit people from eating particular foods or food groups. Cost is typically \$70/month



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Healthcare that feels like self-care. Affordable prescription and non-Rx products. Your weight loss journey You'll begin by answering questions about your medical history and weight loss goals to create your custom profile. A licensed provider will then review your information 100% online to determine if treatment is right for you. If prescribed, you'll receive a message from a provider with information about your personalized plan. Cost is around \$79/month.

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Feds Weighing Changes To Subminimum Wage Program



Federal officials are rethinking the government program that allows people with disabilities to be paid less than minimum wage, with a new proposal expected soon.

The U.S. Department of Labor said it plans to issue a notice of proposed rulemaking related to Section 14(c) of the Fair Labor Standards Act by September.

Last fall the federal agency initiated a “comprehensive review” of the program, which allows employers to obtain special certificates from the Labor Department permitting them to pay workers with disabilities less than the minimum wage of \$7.25 per hour. At the time, officials said that they planned to “re-examine its use and future viability.”

Now, the Labor Department is set to issue a proposed rule, according a notice included in the agency’s Unified Agenda this month.

It’s not yet clear what changes could be in store, but advocates have urged the department to do

away with the Section 14(c) program altogether. Paying people with disabilities what’s known as subminimum wage is already banned in many states and the number of people working such jobs has declined precipitously in recent years.

“We hope that the Department of Labor will choose to end 14(c) in the upcoming rule,” said Zoe Gross, director of advocacy at the Autistic Self Advocacy Network. “Everyone deserves to be paid fairly for their work and their time, and workers with disabilities are no exception.”

Proponents of the subminimum wage program, however, say that ending it would just limit options for people with more significant disabilities who may not be successful in competitive integrated employment.

Ryan Honick, a spokesman for the Labor Department, did not respond to questions about the status of the agency’s comprehensive review of the Section 14(c) program, instead referring to the notice in the Unified Agenda.

The notice indicates that more than 2,000 people participated in a series of stakeholder engagement sessions held last fall as part of the review.

“The department continues to review the regulations and consider input from stakeholders to determine appropriate regulatory actions,” according to the agenda.

– *Disability Scoop*

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Make the right choices for your health

Yuka deciphers product labels and analyzes the health impact of food products and cosmetics.



Yuka's mission is to help consumers make better choices for their health. In doing so, it aims to drive manufacturers to offer better products. Yuka is a completely ad-free app. Brands cannot pay Yuka to advertise their products. Scores and recommendations are obtained independently, with absolutely no influence from outside brands or manufacturers. Yuka does not process or sell user data. All user data remains strictly confidential.



WHY PEOPLE SNIFF THEMSELVES

We don't talk about it often, but people smell themselves-a lot. We smell our breath to make sure we're not grossing people out, our armpits for the same reason, and even our hands after handshakes.

According to this study of 209 self-reporting participants, the hands were the most commonly sniffed body part, followed by armpits, hair, feet, and breath. The researchers identified three types of self-sniffing: social acceptability, intimate, and cosmetic. Researchers also found that people with more frequent health issues reported more social acceptability self-sniffing than healthy participants – suggesting that sick people check their smell more often to detect change in odor due to illness. – *Sebastian Ocklenburg, Ph.D.*



STRIVE WorldWIDE; an online educational program teaching independent living skills to individuals with intellectual disabilities.

All courses are fully online; You can join from ANYWHERE!

Courses meet twice weekly on zoom & have self-paced curriculum work each week!

Learning is interactive, engaging & centered around CHOICE!

Classes are not only educational, but they are also fun! Instructors get to know each student and guide them through goal setting & reflection skills.



EMPLOYEE SPOTLIGHT

Lorraine Christine

Lorraine has been dedicated to the Individuals' that she provides supports since 2008 with PIC. She wears the leadership role by taking initiative to make sure daily details are handled and communicates all necessary information to all team members.

Lorraine is a focused professional and works with strong independence. She has a strong relationship with the team that delivers quality work to support the Individuals' life goals.

Congrats Lorraine!

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