

# CONNECT ONE

JobOne Community News

## Did You Know?

JobOne fulfills staffing contracts with government agencies, including the Federal Aviation Administration. As of July 25, 2016, JobOne has expanded services to the FAA, where we are now providing warehouse support. One of our employees, Smiley Y., was promoted from another government custodial contract to fill this position and, as you can tell, he is very happy with the new challenge. There are plans for the contract to add another warehouse specialist in September.



To learn more about our commercial services, call us at 816.796.7070 or [request a quote](#) today.

## @WORK

### Creating Career Opportunities

Paige began her career with JobOne during her senior year of high school, through the work-study program. She started in sub-contracting and eventually developed skills to work at SDS, our Secure Document Solutions division.



Paige is excited to start her new job with Creative World.

Later, Paige participated in the THRIVE program at the University of Central Missouri in Warrensburg, MO, receiving her certification in child care. Most recently, she began working with Jeff Carpenter of JobOne CAREERS, who assisted Paige in obtaining a job in Independence, where she is a teacher's assistant. We are so proud of you, Paige!

## Labor Legislation Signals Big Changes Ahead

Two years after being signed into law, massive changes have been made to Section 14c of the [Fair Labor Standards Act](#). For decades this law (which allows us to pay wages that are productivity based and often less than minimum wage) was unchanged. The updated law does the following:



- Bans all work study programs for students transitioning to a workshop setting. Many of our current workers came to us due to transitioning from high school right into one of our shops.
- Prohibits agencies like JobOne from hiring workers under the age of 24 for 14c, subminimum wages. These workers must participate in community-oriented transition services and then receive employment services through Vocational Rehabilitation. If the worker is found ineligible for community employment, or if they are found eligible, but do not find community employment in a 'reasonable timeframe' then they may be hired under 14c.
- All workers, regardless of age currently employed at subminimum wage much receive career

## Upcoming JobOne Meetings

### JobOne Marketing Committee Meeting

12:00 noon  
August 17 - Grandview

### Eitas Property Committee + Planning & Services Meetings

5:00pm & 5:30pm  
August 17 - Kansas City

### Eitas Finance Committee & Board Meetings

5:30pm & 6:00pm  
August 23 - Kansas City

### JobOne Fund Dev Comm Meeting

12:00 noon  
August 26 - Commerce Bank-Plaza

### JobOne CAREERS Board Meeting

2:00pm  
Sept 2 - Grandview



counseling 6 months after hire and annually thereafter. This means that some entity, likely Vocational Rehabilitation or a designee, will be conducting annual counseling with each individual we serve paid under 14c.

This is an enormous change for JobOne and our entire industry. We, along with our colleagues across the state are working diligently to determine how to best adjust to these changes and stay compliant with the law.

Aaron Martin  
JobOne President & CEO



### Support JobOne's Employee Fund

Help JobOne employees - adults with disabilities - with expenses for work clothing, hygiene items, and nutritious meals. You can make a difference! [Donate Today!](#)

## Let's Connect

For the latest news and more great success stories, follow us on social @Job1One. Click below for a quick connect.



[www.Job1One.org](http://www.Job1One.org)