

CAC of Pike County

January 2009

## 2008 Food Drive Competition

Almost 6,000 cans of food were collected during the 2008 Food Drive Competition. Each year the pantry helps close to 6,500 people in need of food and the pantry is always taking donations, not just during the holidays. If you or any organization that you know of would like to help out with food donations just contact the Social Services Department at the main agency for more information. Thanks to everyone who donated food for the food drive this past year and remember the pantry is always taking donations.

### Food Pantry Drive Competition

- 1st Place: Team #4 (Family Health Centers/WIC)  
1,902 cans collected
- 2nd Place: Team #1 (Fiscal/Front Office/Employment & Training/Admin/Business/Guardian)  
1,697 cans collected
- 3rd Place: Team #3 (Maintenance/Housekeeping/Energy/Social/Senior/Transit/Home Health)  
1,233 cans collected
- 4th Place: Team #2 (Early Childhood Programs)  
658 cans collected

### The Independence, Dedication, Education, And Leadership Skills (IDEALS)

The Youth Club participated in the annual food drive for the CAC of Pike County Social Services Food Pantry.

The Youth Club donated 471 items to CAC of Pike County. The winning team this year collected 301 items. The winning team consisted of (from left to right) Tara T., Todd V.H., Drew W., and Tiffany B. Not pictured from the winning team is Joey M., Joey C., and Alex M.

The IDEALS Youth Club meets on a monthly basis to give the Youth the opportunity to develop their Leadership Skills as well as discuss any problems at their worksites.

Submitted by Matt Kysor



## 2008 Holiday Party

A big thank you goes to everyone that participated and helped out in the 2008 Holiday Party. Thank you to Lloyd Harmon and Dave Crawford who catered our meal for the party. Also a big thanks to the Eagles which provided the center pieces and fruit baskets for door prizes as well as room accommodations, bingo cards, and bingo caller.

Congratulations to all that won door prizes and auction items at the event. Sales from the auction tickets was \$1,234. Congrats to Leroy Francis on winning the 50/50 with winnings being \$468.

CAC of Pike County also received \$2,400 from Rock for Tot's for the toy drive.

The Holiday Party Committee Members consisted of: Willa Henry, Cassie Chandler, Tracy Matthews, Doris Williams, Mary Blevins, Angie Boggess, Lori Watson, Pam Mustard, Joy Carrier, and Kathy Way.



Crystal Stong - Jan. 2nd

Matt Kysor - Jan. 2nd

Tracy Davis - Jan. 7th

Renee Theobald - Jan. 9th

Brenda Jordan - Jan. 9th

Pamela Jude - Jan. 10th

Sharon Davis - Jan. 11th

Diane Renner - Jan. 13th

Nicole Clay - Jan. 13th

Stephanie Lunsford - Jan. 14th

Helen Rigsby - Jan. 15th

# January Birthdays



Tina McMahan - Jan. 18th

Whitney Shepherd - Jan. 20th

JoAnn Steffy - Jan. 21st

Nancy Parker - Jan. 29th

Tiffany Predragovich - Jan. 29th

Charlotte Jackson - Jan. 29th

Karen Scott - Jan. 29th

Joni Ward - Jan. 29th

Shelley Lyon - Jan. 29th

Loretta Holycross - Jan. 30th

Lori Varney - Jan. 31st

## New Employees

Lori Anglemyer

Ashley Rider

Kelly Coldiron

Jacob Bissonette

Taryn Doyle

## CAC Fundraising Luncheon Schedule

January 9, 2009 - Administration

January 23, 2009 - Early Childhood Program

February 6, 2009 - Employment &amp; Training

February 20, 2009 - Energy Programs

March 6, 2009 - Social/Senior/Transit

March 20, 2009 - Early Childhood Programs

April 3, 2009 - Energy Programs

April 17, 2009 - Administration

May 1, 2009 - Social/Senior/Transit

May 15, 2009 - Fiscal

## QuickBooks Training and Workshop

The QuickBooks Training Workshop enables individuals and business owners to gain knowledge in the basics of QuickBooks. QuickBooks are easy-to-use computer accounting systems for small business. The main focus of this training is on how to use the features in QuickBooks Pro, specifically getting started and initial set-up.

### January's 1st Session

January 14, 2009 8:30am - 4:30pm\*

January 15, 2009 8:30 am - 4:30pm\*

January 16, 2009 8:30 am - 12:30 pm

\*Lunch provided on the 14th and 15th

### January's 2nd Session

January 21, 2009 8:30am - 4:30pm\*

January 22, 2009 8:30 am - 4:30pm\*

January 23, 2009 8:30 am - 12:30 pm

\*Lunch provided on the 21st and 22nd

### Where:

Ohio State University Endeavor Center

1864 Shyville Road

Piketon, Ohio 45661

FEE: \$150

For more information contact the Business Development Department at the CAC of Pike County.



## Pike County Annual PY 2007 Performance

Performance Measure	Numerator / Denominator		Rate	PY 07 Std	80% Std	PY 07 E/M/F
Adult Entered Employment	13	13	100%	77%	61.6%	E
Adult Retention Rate	16	17	94.1%	86%	68.8%	E
Adult Average Earnings	\$126,434	10	\$12,643	\$14,000	\$11,200	M
DW Entered Employment	1	1	100%	86%	68.8%	E
DW Retention Rate	6	6	100%	91%	72.8%	E
DW Average Earnings	\$70,573	5	\$14,115	\$16,670	\$13,336	M
Youth Placement in Emp or Ed	6	6	100%	61%	48.8%	E
Youth Certificate or Diploma	5	10	50%	41%	32.8%	E
Youth Literacy and Numeracy Past 4 Quarters	N/A	N/A	N/A	35%	28%	N/A
Participants	Adults		DW	Out-of School Youth	In-School Youth	Youth
	49		9	10	17	27
Exiters	20		1	2	8	10

**CONGRATULATIONS to Shelley Lyon for being one of the first counselors to electronically submit benefits applications for their clients for the Ohio Benefit Bank. OBB will give \$100 to the agency to say "Thank You" for using The Benefit Bank.**

### CAC & January Events

January 1st - Agency Closed New Year's Day

January 6th - Senior Staff

January 15th - Governing Board

January 19th - Agency Closed

January 20-23 - Management Meetings

January 26th - Appointments for Taxes begin

### 2009 Holidays

January 19th - Martin Luther King Holiday

February 16th - President's Day Holiday

May 25th - Memorial Day

July 3rd - Independence Day

September 7th - Labor Day

November 11th - Veteran's Day

November 26th - Thanksgiving

December 25th - Christmas



# What are departments doing to go Green?

Each year recycling is becoming bigger and bigger and now more businesses are encouraging their employees to find a way to go “green.” There are many ways to help go green. You can do the basics such as, recycle paper, cans, and bottles. But to really look into going green there is much more. Do you know that if you shut your computer, monitor, and printer completely down every night you can save \$100 in electric in a year and that is just for one computer. This is just one thing that employees can do to go green. Here are some ideas to help jump start to be green:

\*\*If you made too many copies or made wrong copies take those copies, cut them up for scrap paper to use at your desk.

\*\*Drop off old newspapers at recycling bins located throughout the county

\*\*Send old printer ink cartridges back to the company in their envelopes for recycling.

\*\*Turn off computer and printers completely at the end of the night and for the weekend.

\*\*Make sure you are recycling your pop cans.



Here is what some departments in the agency are doing to go **green**. If your department is doing something to go **green** or you have ideas in going **green**, let me know at [lwatson@pikecac.org](mailto:lwatson@pikecac.org) and we will post-it in the next newsletter.

## Social Services

\*Scanning paperwork from customers to save space in filing.

## Business Development

\*Scanning documents for departments to help alleviate paper files.

## Head Start

\*Send old computer ink cartridges away for recycling

## Agency

\*Collecting pop can tops for the Pike County Shriners and pop cans to recycle

## Front Office

\*Put all agency forms on Aristotle for easier access and to cut down on paper.

\*Send monthly newsletter agency wide to conserve on paper.

Next month -- How can you become “greener.” What items do you have in your house that can be recycled and what is your carbon footprint?

## CAC News Community Action Committee of Pike County, Inc.

This newsletter is published once per month. If you have any items you would like included in the next newsletter, please submit them in writing by the 25th of the month to Pam Lawhorn, Front Office Coordinator or Lori Watson, Front Office Specialist. If you have any questions, please call the front office at 289-2371.

### Incredible Years Early Childhood BASIC Parent Training Programs

(Ages 3-6)

**Pike County Partnership Against Domestic Violence**

**Toni DeVelin, Education Coordinator**

**Starting Monday, January 26, 10 a.m. - 12 noon**

**Pike County Government Center conference room**

The Incredible Years is an award-winning parenting program designed to aid parents with interacting with their young children. Using a combination of video clips, group discussion, and instruction. The Incredible Years provides parents with resources to help them learn better methods of playing with and praising their child. The program also explores ways to effectively handle misbehavior and discipline issues.

This FREE program is available to all Pike County parents or guardians who have children ages 3-6. A total of 12-16 weekly 2-hour session will complete the program.

Please call Toni at 947-1611 for more information or to enroll in the program.



Family Health Centers would like to welcome Dr. Jacob Bissonette, D.D.S. to their dental team. Dr. Bissonette is a 2007 graduate of The Ohio State University College of Dentistry and practiced in the Columbus area for a year before joining CAC on December 1st. Dr. Bissonette is accepting new patients at this time.

1. At which of the following temperatures does water spontaneously freeze?  
A. 18° B. 32° C. 0° D. - 40°
2. On the average, one inch of rain is equivalent to how many inches of snow?  
A. 10 B. 1 C. 5 D.12

\*\*Did you know the lowest temperature recorded in Ohio was -39° in Milligan, Ohio on February 10, 1899.

\*\*The record for maximum snowfall for a 24-hour period in Ohio came in December 2004 in Kings Mills with 26.5".

\*\*In November of 1996 the maximum snowfall from a single storm was 68.9" in Chardon, Ohio.

\*\*Chardon, Ohio also has records for most snowfall in a month (94.8" November 1996) and most snowfall in one season ( 161.5" 1959-1960).

Answers to the trivia questions 1. D 2. A



**HAPPY 40TH BIRTHDAY TO RENEE THEOBALD!!!!**

**From: Stephanie Jenkins**



# Items For Sale

Call Penny at 226-2604



Reversible - Queen Quilt - newer \$35



Reversible - Full/Queen Quilt - \$20



Full/Queen quilt with 2 shams - \$30



Reversible - Twin Quilt - \$20



Full/Queen Quilt - older \$20



1996 Toro Riding Lawn Mower 8.5 H.P w/ double bag catcher. Asking \$450

# EMPLOYEE RIGHTS AND RESPONSIBILITIES UNDER THE FAMILY AND MEDICAL LEAVE ACT

## **Basic Leave Entitlement**

FMLA requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to eligible employees for the following reasons:

- For incapacity due to pregnancy, prenatal medical care or child birth;
- To care for the employee's child after birth, or placement for adoption or foster care;
- To care for the employee's spouse, son or daughter, or parent, who has a serious health condition; or
- For a serious health condition that makes the employee unable to perform the employee's job.

## **Military Family Leave Entitlements**

Eligible employees with a spouse, son, daughter, or parent on active duty or call to active duty status in the National Guard or Reserves in support of a contingency operation may use their 12-week leave entitlement to address certain qualifying exigencies. Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered servicemember during a single 12-month period. A covered servicemember is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty that may render the servicemember medically unfit to perform his or her duties for which the servicemember is undergoing medical treatment, recuperation, or therapy; or is in outpatient status; or is on the temporary disability retired list.

## **Benefits and Protections**

During FMLA leave, the employer must maintain the employee's health coverage under any "group health plan" on the same terms as if the employee had continued to work. Upon return from FMLA leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.

Use of FMLA leave cannot result in the loss of any employment benefit that accrued prior to the start of an employee's leave.

## **Eligibility Requirements**

Employees are eligible if they have worked for a covered employer for at least one year, for 1,250 hours over the previous 12 months, and if at least 50 employees are employed by the employer within 75 miles.

## **Definition of Serious Health Condition**

A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job, or prevents the qualified family member from participating in school or other daily activities.

Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than 3 consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

## **Use of Leave**

An employee does not need to use this leave entitlement in one block. Leave can be taken intermittently or on a reduced leave schedule when medically necessary. Employees must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the employer's operations. Leave due to qualifying exigencies may also be taken on an intermittent basis.

## **Substitution of Paid Leave for Unpaid Leave**

Employees may choose or employers may require use of accrued paid leave while taking FMLA leave. In order to use paid leave for FMLA leave, employees must comply with the employer's normal paid leave policies.

## **Employee Responsibilities**

Employees must provide 30 days advance notice of the need to take FMLA leave when the need is foreseeable. When 30 days notice is not possible, the employee must provide notice as soon as practicable and generally must comply with an employer's normal call-in procedures.

Employees must provide sufficient information for the employer to determine if the leave may qualify for FMLA protection and the anticipated timing and duration of the leave. Sufficient information may include that the employee is unable to perform job functions, the family member is unable to perform daily activities, the need for hospitalization or continuing treatment by a health care provider, or circumstances supporting the need for military family leave. Employees also must inform the employer if the requested leave is for a reason for which FMLA leave was previously taken or certified. Employees also may be required to provide a certification and periodic recertification supporting the need for leave.

## **Employer Responsibilities**

Covered employers must inform employees requesting leave whether they are eligible under FMLA. If they are, the notice must specify any additional information required as well as the employees' rights and responsibilities. If they are not eligible, the employer must provide a reason for the ineligibility.

Covered employers must inform employees if leave will be designated as FMLA-protected and the amount of leave counted against the employee's leave entitlement. If the employer determines that the leave is not FMLA-protected, the employer must notify the employee.

## **Unlawful Acts by Employers**

FMLA makes it unlawful for any employer to:

- Interfere with, restrain, or deny the exercise of any right provided under FMLA;
- Discharge or discriminate against any person for opposing any practice made unlawful by FMLA or for involvement in any proceeding under or relating to FMLA.

## **Enforcement**

An employee may file a complaint with the U.S. Department of Labor or may bring a private lawsuit against an employer.

FMLA does not affect any Federal or State law prohibiting discrimination, or supersede any State or local law or collective bargaining agreement which provides greater family or medical leave rights.

**FMLA section 109 (29 U.S.C. § 2619) requires FMLA covered employers to post the text of this notice. Regulations 29 C.F.R. § 825.300(a) may require additional disclosures.**



For additional information:  
1-866-4US-WAGE (1-866-487-9243) TTY: 1-877-889-5627  
[WWW.WAGEHOUR.DOL.GOV](http://WWW.WAGEHOUR.DOL.GOV)

