

PCA NEWS BULLETIN

LINK, Inc.

OUR WORKPLACE

- CHOOSE YOUR ATTITUDE
 - PLAY
 - BE THERE
- MAKE THEIR DAY!

What's New?

Health Insurance Coverage
for your Personal Care Attendants.

YES!!! That's right!

Announcing PCA Health Insurance



We are pleased to announce that LINK will be offering health insurance to all Personal Care Attendants (PCA's) paid through our payroll system. This will be provided through Fiserv Health, a solid, national health insurance provider.

The plan will have four levels to choose from. They range in price from \$72.02 to \$147.17 per month for the PCA only. It can be expanded to cover family members for additional cost.

We are going to have an open enrollment during the month of July and hope to implement coverage August 1, 2007. To do this, we must achieve 25% participation. Every active PCA should have received a packet of information and an enrollment form. Should you wish to participate, please complete the form and return it as soon as possible.

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Thank you to all our PCA's for your hard work and dedication. We will continue to try to improve benefits for you as we can.

Ed Lee, SPHR
LINK Human Resource Director

WORDS OF WISDOM/ASK A HUMAN RESOURCE PROFESSIONAL

Please submit your words of wisdom describing experiences, advice, and/or helpful hints working with consumers you would like to *share* with other Personal Care Attendants to the Personal Care Attendant Recruiter/Editor
christineh@eaglecom.net



For any questions you would like answers to, please contact the Human Resource Director.
eblee@eaglecom.net

625-6942 or 800-569-5926
2401 E. 13th Street
Hays, KS 67601

**WE ARE ALL PART
OF THE SAME TEAM!**

Christine Hunziker.....
PCA Recruiter/Editor
Ed Lee.....HR Director

CHOOSE YOUR ATTITUDE

To make today a great day. Your colleagues, consumers, team members, and you yourself will be thankful.

Those who are not looking for happiness are the most likely to find it, because those who are searching forget that the surest way to be happy is to seek happiness for others.
—Martin Luther King Jr.

PLAY

We can be serious about our work without being serious about ourselves.

What will I be paid as a PCA?

Effective: 5/1/07

The Base Wage and Benefits for PCA's is:

- \$7.50 to \$9.50 per hour
- \$0.15 per hour annual increase (after 1 year of employment) for each consecutive year of experience as a PCA for HCBS services, payable on PCA's anniversary date with LINK.

Bonus Incentives after at least one (1) year of em-

ployment with LINK are:

- Each year you may receive \$0.10 per hour for that year only for participation in at least one training approved by LINK, ie: CNA Certification; CMA Certification; LPN License; RN License; Red Cross CPR and First Aid Course; LINK sponsored PCA workshops (a copy of the Annual certification or Certificate of Completion shall be re-

quired to be provided to LINK's PCA Program Manager prior to PCA's anniversary date with LINK).

- This Bonus Incentive does not effect the base pay or annual wage increase.
- If proof of annual certification is not received prior to the PCA's anniversary date, this bonus incentive will be taken away.

ATTITUDE

“The longer I live, the more I realize the impact of attitude on life.

Attitude, to me, is more important than facts.

It is more important than the past, than education, than money, than circumstances, than failures, than successes, than what other people think or say or do.

It is more important than appearance, giftedness or skill.

It will make or break a company...a church...a home. The remarkable thing is we have a choice every day regarding the attitude we will embrace for that day.

We cannot change our past...we cannot change the fact that people will act in a certain way.

We cannot change the evitable.

The only thing we can do is play on the one string, we have, and that is our attitude...

I am convinced that life is 10% what happens to me and 90% how I react to it, and so it is with you...

We are all in charge of our own attitudes.”

Anonymous

PEOPLE FIRST LANGUAGE

- Say— People with disabilities, instead of handicapped or the disabled
- Say— People with developmental or cognitive disabilities, instead of the mentally retarded or retarded
- Say— Has a congenital disability, instead of birth defect
- Say— Uses a wheelchair, instead of confined to a wheelchair
- Say— Visual disability, instead of sightless; blind
- Say— Physical disability, instead of crippled; lame
- Say— Short stature, instead of dwarf or midget
- Say— Is nonverbal, instead of mute or dumb
- Say— Person who has, instead of afflicted with, suffers from, victim of
- Say— Mental disability, instead of emotionally disturbed; crazy or insane
- Say— A person without a disability, instead of normal and/or healthy
- Say— Accessible parking, instead of handicapped parking

Information obtained from People First

How to Act, What to Say

Treat people with disabilities with respect, courtesy, and dignity.

Don't assume people with disabilities are incapable of counting money, having a job, living in their own home, raising children or any other activity that most people are free to do.

Disability is not contagious, nor should it be referred to as a disease.

Never patronize people with disabilities or give excessive praise or attention.

A disability is a functional limitation that interferes with a person's ability to walk, hear, talk, learn, etc. Handicap is used to describe a situation or barrier imposed by society or the environment.

Always ask a person with a disability if they want assistance before assisting them.

Treat adults with disabilities, like you would any other adult.

Speak directly to the person with a disability, not a companion.

Be considerate of the extra time it may take for a person to get things said or done.

Information obtained from People First

BE THERE

When your customers
and team members
most need you.

*You have to accept
whatever comes
along and the only
important thing is
that you met it
with the best you
have to give.
—Eleanor
Roosevelt*

And should you feel
your energy lapsing,
try this sure-fire remedy:
Find someone
who needs a helping
hand, a word of support,
or a good ear—
and
**MAKE THEIR
DAY!**



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We're on the Web

www.linkinc.org

For over 25 years, LINK (Living Independently in Northwest Kansas) has been empowering people with disabilities to become more independent and have a better quality of life. The Personal Care Attendant is an integral part of the team that makes this happen.

Our Mission "To promote and support the civil rights of people with disabilities and empowers them to achieve a life of independence and equality."

Our Credentials: This program complies with the provisions of the Rehabilitation Act of 1973 (Pub. 93-112) Section 504 Title VII and Title 1X of the Civil Rights Act. This means that no person shall be excluded from participation, denied any benefits, or subjected to any form of discrimination because of his or her race, religion, color, sex, national origin, ancestry, age, disability, or political affiliation. LINK is partially funded by the Kansas Department of Social Rehabilitation Services, the U.S. Department of Education, Rehabilitation Services Administration, and the Statewide Independent Living Council of Kansas.

RECIPE CORNER



Summer Spaghetti Salad

16 oz package of thin spaghetti, broken in half
3 med. tomatoes, diced
3 sm. zucchini, diced
1 lg. cucumber, seeded and diced

1 med. green pepper, diced
1 med. sweet red pepper, diced
1 8oz bottle Italian salad dressing, fat free
2 tblsp. grated parmesan cheese
1 1/2 tsp. sesame seeds
1 1/2 tsp. poppy seeds
1/2 tsp. paprika
1/4 tsp. celery seeds
1/8 tsp. garlic powder
Cook spaghetti according to package direc-

tions; drain and rinse in cold water.

Place in a large bowl; add zucchini, cucumber and peppers.

Combine remaining ingredients, pour over salad and toss to coat.

Cover and refrigerate for at least 2 hrs.

Serves 16

Best served cold.

*Share this recipe
with your
Consumer!*



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