



ARE YOU READY FOR MANDATORY 10-DIGIT DIALING?

People like to think they communicate better than they actually do. Regardless of how many tools for good communication we have currently, we don't seem to be much better at it than past generations. People may have noticed that there has been information on the internet that didn't seem to be important at first. Many people probably paid little, if any, attention to it. Now the time has come for people to begin making the necessary changeovers that the announcement contained. The reason for the change is because starting on April 24th a period of grace time began that will become the mandatory policy starting on Sunday, October 24th. On Saturday, April 24th, you were asked to start dialing using all 10 digits in any telephone calls you are making, instead of the usual 7 digits you might use now, if you were calling from within the same area code.

Even if you're in the same area code of the number you're calling, you'll be asked to dial all 10 digits (area code included) instead of just the 7 digits you are accustomed to dialing. If you don't remember to dial all 10 digits, the call will still go through *for now*. However, starting on Sunday, October 24th, you'll be required to dial all 10 digits when making your calls. If you only dial 7 digits, the call may not go through. A recording will tell you that your call can't be completed as dialed. The reason is because now 10-digit dialing is *mandatory*. You'll have to dial all 10 digits at this point or the call won't go through. If you have any automatically dialed numbers, you'll need to be sure to check that equipment as well. Examples of this type of equipment might be something like life safety systems, medical monitoring devices, fax machines, Internet dial-up numbers, fire or burglar alarm and security systems, etc. What was simple is now complex or what was something you ignored becomes something you can't ignore. 9-1-1 will remain the same 3 digit code, there are no changes to it.

Confused or needing more information? There is ample information about the subject on the internet. Look up "Mandatory 10-Digit Dialing", and you'll find a lot of information about it. What does mandatory mean? Just a fancy word for "You need to do this, people!" It's not a question mark, it's an exclamation point. Please take time to read about it, know what your responsibilities are, and remember when we added the extra area code – 636 - in the St. Louis region? It took time to get accustomed to it, and it's the same thing here. It'll take time getting used to it, but use patience and remember the extra 3 digits. Your cell phone probably already has 10 digits programmed into it. 10-digit dialing? No issues here!

Annual Employee Picnic: Employee picnic originally scheduled for June will be rescheduled at a later date.



Rob Libera

CEO & Executive Director
rlibera@lafayetteindustries.com

Mission: The mission of Lafayette Industries is to provide employment opportunities to persons with developmental disabilities and to persons with other disabilities who are 18 years or older.

Goals:

- To provide a meaningful and productive work experience to persons who are disabled
- To maintain a safe and pleasant work environment
- To teach and to train persons with disabilities to acquire better work habits
- To enhance self-worth and dignity through employment
- To provide high-quality business service through packaging, light assembly and commercial mailings
- To operate the center in a professional, fiscally responsible manner
- To provide fair wages and good benefits

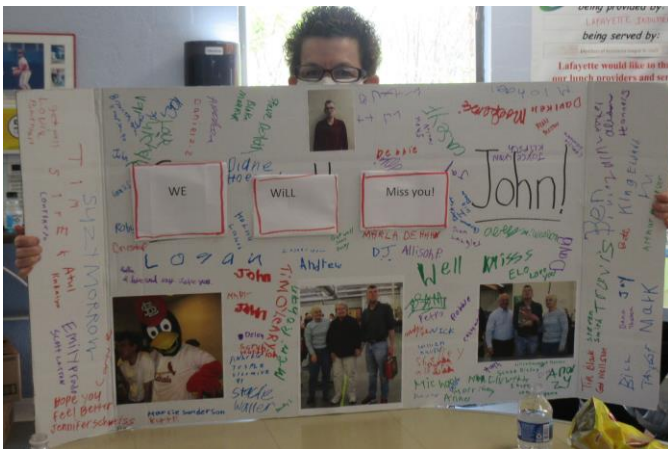
LAFAYETTE RECEIVES TWO DONATION CHECKS



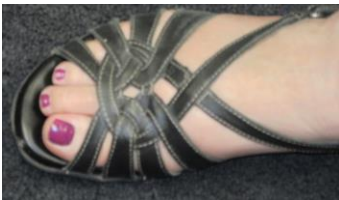
Honoring the memory of Nelson Joyce (grandfather to former employee, Warren Joyce), Anne Skelton, a representative from the Tatman Family Foundation, and Doug Chomeau, a representative from the Bernal Chomeau Family Foundation, presented checks to Rob and Stacey, to benefit the wonderful work of Lafayette employees.

Thank you to Anne and Doug for supporting Lafayette employees.

WEST'S FREE LUNCH IN HONOR OF JOHN GRUNZ



On Thursday, April 22nd, West had their Free Lunch in honor of John Grunz. John always enjoyed a good hot dog, and he loved Hot Dog Day because of it. We had Marla hold up the combination Get Well Soon card that we originally made for John when we first learned he was ill. We then changed the wording to We'll Miss You when we learned he had passed away before we could give him the Get Well card. He was gone just that quickly, and we changed the wording to show John's family and friends how much we thought of him. Everyone is missing him, but his teammates miss him most of all. John was just one of those people that you never, ever forget once you meet him.



SUMMER CLOTHING DRESS CODE – IMPORTANT!!: It has been quite a while since some of us were at work, and we may have forgotten that Lafayette **does** have a dress code. Since it already appears to be warming up, it seems like a good time to let everyone know what exactly the dress code is. There are ways we do and **don't** dress when coming to work. ***Absolutely no sandals or shoes with open toes allowed on the production floor.*** Wearing these types of shoes is a BIG safety issue. We require **knee**

length shorts to be worn. **NO** tank tops, **NO** muscle shirts, **NO** spaghetti straps or tube tops and **NO** inappropriate wording on clothing. ***Absolutely no sunglasses in the shop.*** Again, wearing sunglasses is a BIG safety issue. Please try to keep these things in mind as you dress for work during the summer months. We thank you for your cooperation. The dress code is the same for **both** workshops.



ZACH LEEKER'S LAST DAY

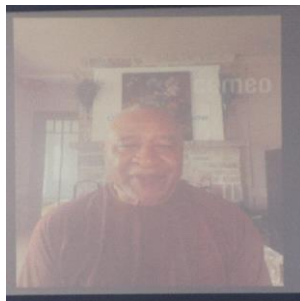
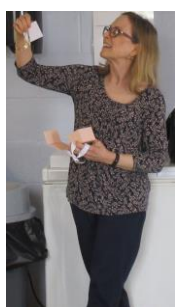
Zach Leeker's last day at Lafayette was April 7th. He said goodbye to all of his friends he's worked with over the years. They said goodbye back to Zach in a way he'll be able to see long after he's been living at his new place down at Sunnyhill in DeSoto – by hanging onto one of Lafayette's highly desirable goodbye cards. Our folks know how to make the most of any occasion. So we'll just say so long, Zach, and we wish you well!

KAREN VAN BERKEL RETIRES FROM LAFAYETTE

By the Editor



First row – left to right: Karen poses with her retirement sign and cookies (cookies say “Congratulations!”); Karen and Rob; Kathie and Karen; Kristine and Karen.



Second row – left to right: Karen shows us her Southwest gift card, Karen shows butterfly necklace with 25 years engraved on it, Ozzie Smith taped message to our quietly avid Cardinal fan, Karen gets orchids from Colleen, who has same birthday as Karen,



Third row – left to right: Jim shows Karen the stand for the stained glass butterfly that he made especially for her.

She's been the Sales Manager at Lafayette for the past 25 years, and during that time she's brought in \$24 million in sales to Lafayette. She's been a tireless worker for Lafayette, and she has truly left her mark on us. We all have a Karen story that we could share, but the purpose of this article is to simply thank her for making us a part of her life. She has many interests that will keep her busy over the duration of her retirement. She loves butterflies, going to the symphony, and cheering the Cardinals on at one of their home games. However, now she'll have several grandkids that'll keep her busy. She's been working both at Lafayette and at her home to build up a butterfly garden that will attract these insects she truly loves. She enjoys traveling, and she also enjoys working on genealogies. All of these interests will keep her busy, but she has promised to come by and visit us. Karen, we wish you well in your “golden” years, and we know that you are going to be a happy retiree, but will be an even happier grandparent. Don't forget those all-important senior initials – AARP!!

WEST FREE LUNCH ON MAY 27, 2021

Lafayette West will be closed for Memorial Day on Monday, May 31st. Thursday, May 27th, is our Free Lunch at West, and one day before the Memorial Day weekend kicks off. We are going to try to get an accurate head count for the lunch ahead of time for those who will be here on the 27th. We want to be sure we have enough food for everyone with no leftovers. How can you help us? Let us know ***ahead of time*** if you are planning to take vacation time that weekend or not. Write an email to bstillwell@lafayetteindustries.com about whether you will be off that Thursday. That'll help us plan the number of reservations for lunch. We look forward to hearing from you.

HAPPY BIRTHDAY TO OUR MAY FOLKS!

NORTH

Roosevelt	Ore	3
D'Marcus	Merritt	5
Keith	Muldrew	7
Laird	Simpson	7
James	Campbell	8
Cary	Bailey	14
Terrance	Williams	14
Margot	Elgert	15
Charles	Young	19
Alphonso "Lamont"	Jackson	21
Michael	Kelly	22
Chris	Lott	24
Tammy	Cook	25
Genece	Jordan	26
Devin	Taber	26
Mark	Bowman	28
Morgan	Williams	31

WEST

Alesia	Roccia	2
Ryan	Preston	4
Ryan	Dillon	5
Martha	Sanderson	5
Robert	Gregg	9
Tim	Sitek	10
Thomas	Mondello	12
Kim	Lamb	16
Debra	Draper	17
Wendy	Johnson	17
Ian	Bagley	19
Katie	Sears	19
Logan	Coffman	20
John	Hardcastle	21
Sarah	Hartrich	23
Joyce	Klipsch	26
Casey	Florent	28
Jacquelynn	Wainz	28
Ryan	Zimpfer	28
Brad	Davis	29
Carrie	McKaskel	29
Valerie	Shaw	31



I look good
for my age.
Don't you
think I look
good? Take
a guess –
how old am
I?



NORTH – CAUGHT BEING SAFE – APRIL 2021

Immediate left: Krystle Conroy



WEST – CAUGHT BEING

RESPECTFUL – MARCH 2021

Far left: Logan Weber

Immediate left: Cathy Schmid

NORTH GALLERY OF MASKS

Editorial note: This month is our last that we have of the gallery of masks from North. We are very glad that all of the folks up at North wanted to have their photos taken. We hope that you all have enjoyed the pictures.





WEST – CAUGHT BEING

SAFE – MARCH 2021

Immediate left: Suzy Morrow

Immediate right: John Hardcastle

2020 TAX YEAR REPORT

By Dick Kallemeier

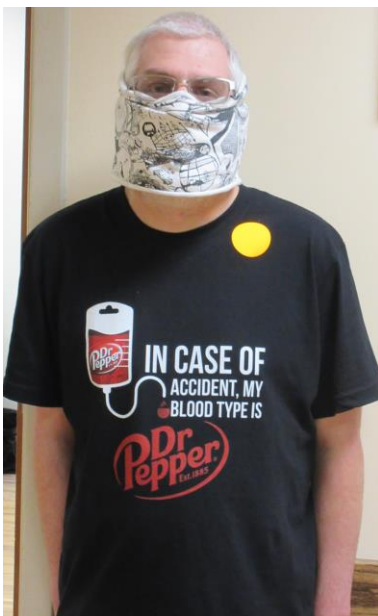


The number of 2020 tax returns were reduced again due to the coronavirus limitations. This year 48 people used the free income tax service at Lafayette, compared to 54 last year and 70 two years ago. Twenty-five workers, 8 staff members and 15 family members filed returns. Eleven workers qualified for the Earned Income Tax Credit averaging \$355 each.

If you receive a letter from the IRS or the state of Missouri requesting additional information about tax returns we have filed, **do not** panic; please contact me at dickkall@charter.net. Usually we can quickly help resolve the issue.

Tax fraud has been reduced but do not give your social security number or bank account information to anyone without being absolutely sure they represent a legitimate organization. The IRS does not call or email taxpayers and request social security numbers or bank account information. A basic rule should be: **do not** give information over the phone, hang up!

Special thank you to my partner, Peter Lasalle, and to Becky S. for their dedicated work supporting the program. Thank you, Rob Libera, for providing a protected area for us to serve our clients.



IAN'S UNIQUE T-SHIRTS

Ian usually has a cool drawing or a funny saying on his t-shirts. He will always come up and show you his newest t-shirt. He was proud of his latest t-shirt, and he asked us if we would take a picture of it, and put it in the newsletter. He wanted for us to be sure and let everybody know that Dr. Pepper is his favorite drink. There are a lot of people around that feel like what your t-shirt says, Ian. Whether your soda brand of choice is Dr. Pepper, Diet Coke or Diet Pepsi, it's really all about the caffeine. The folks here, whose habits we know, often get their caffeine from a soda. We are not saying that's right or wrong, but for some of us (me included), that's just the way it is. Ian's t-shirt saying has a lot of truth to it, if you rely on caffeine to keep you awake. So you can substitute your caffeinated drink of choice. It's not Dr. Pepper? Then what is it? Lots of us are with you though, Ian!!



I took the opportunity to glean a few thoughts from a periodical I happen to favor, to bring forward some useful ideas concerning summer safety. Let us take on the role as the Safety Committee to those we love and care about. The thing about Safety Committees are that they have to PREDICT, and then protect us, or give us the tools to protect ourselves. If they do their job well, nothing ever happens, and their very existence can be unknown to anyone. Lafayette's Safety Committee takes their role very seriously, and consequently amazingly little terribly bad has happened. The real difficulty is in trying to PREDICT what might happen.

We as parents, siblings or guardians play a similar role. For the good of those under our care we must try and PREDICT what might happen. In that spirit we offer a few summer tips. No, we are not talking about carrying the sun screen here. A few more important matters this time out.

BATHING SUITS

Checking last year's outfits and shorts, consider the color. Are they dark or light, even bright? Logically, a neon or bright-colored suit (orange?) will more easily be spotted above OR below the surface. Skiers, boaters and surf runners are better able to spot you in the water. Under the water it will also be easier for someone, say a lifeguard to see you. Dark colors have just the opposite result. They disappear quickly under water, and might be mistaken for debris. Something to consider.

TICK SEASON

Most of us have come across these miserable creatures. There are different types, but here in Missouri we are most unfortunate to have the infamous Deer Tick. Amazing that such a tiny insect can cause serious illness, and if not treated correctly and in a timely matter, death. My sister-in-law caught what is known as Lyme disease from a Deer Tick several years back. The tick was not found for a number of days, and she still suffers the after-effects. Symptoms begin when the victim starts to have a fever. Then fatigue sets in. A bullseye pattern rash will develop soon after. So be sure to check your body for these creatures after extended periods in your yards, the woods or even at the lake. Timing is so important. Unspotted, the Lyme disease rate is 25% after 72 hours. However, it is 0% before that.

More later - Tom

SAFETY IS NO ACCIDENT!

CANADIAN GEESE STARTS NEW FAMILY

By Ann Kelly (Proud Goose Supporter)



Why did the geese cross Gaywood from Lafayette to the other side? It was a safety drill.

MAY

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
						1
2	3	4	5 Cinco de Mayo	6	7	8
9 Mother's Day	10 PAY DAY	11	12	13	14	15 Armed Forces Day
16	17	18	19 6:00 p.m. – Board of Directors meeting	20 North's Free Lunch	21	22
23	24	25 PAY DAY	26 Full Moon	27 West's Free Lunch	28 North Workshop closes ½ hour early for the holiday weekend.	29
30	31 Memorial Day – <u>Both Workshops</u> <u>are closed!!</u>					