

THE BIOS NEWS

FEBRUARY 2009

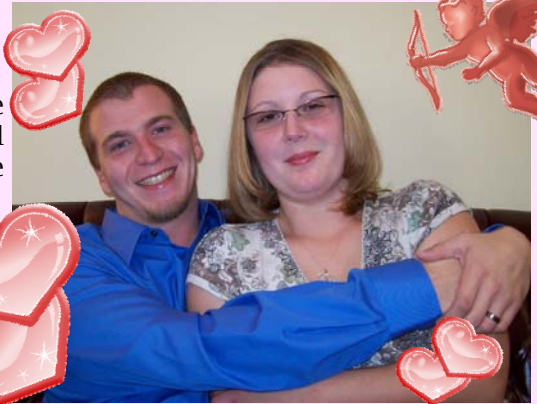
A Bios Valentine's Story

By: Kristi Wendling

Congratulations are in order. Crystal Medina and Jay Mobley are getting married on February 21, 2009. They are both employed by Bios of Tennessee and yes, they did meet at work. This quote is directly from their wedding invitations:

"Grow old with me! The best is yet to be, I love you not only for what you are, but for what I am when I am with you".

We wish them a long and happy life together!



Reflecting on Humanity

By: Kirk Elam

I am currently reading the novel, *Roots: The Saga of an American Family*, by Alex Haley. *Roots* was published in 1976 and won a Pulitzer Prize special award in 1977. The story follows a character named Kunta Kinte from boyhood and young adulthood in Gambia, Africa through being captured by white slave traders, his transport to the United States on a slave ship, being sold into slavery, his attempted escapes, and his life on a plantation (there is certainly more, but I haven't gotten that far yet).

While reading *Roots* and thinking about the upcoming Martin Luther King day, I think about how the themes from the novel and Dr. King's dream pertain to the people we serve. For those of you who have attended Bios 101, you heard Lori Hauge talk about the history of people with disabilities. How often they were confined to places (think institutions vs. plantations) that they didn't choose to be. People with disabilities lived in institutions not because they had committed a crime, but rather because of some disability they may have been born with, or acquired as a child (people were slaves based solely on of the color of their skin). In institutions such as Hissom Memorial Center, the idea existed that once someone had completed school, they would be allowed to move into the community to live in the world with the skills they learned. In *Roots*, the slave known as "Fiddler" earned enough money to buy his freedom after 33 years of work. The day he tried to purchase it, the price went up beyond what he could afford. He remained a slave. Often people in institutions, never quite "learned enough" to return to live in the community. Remember this history when you are working with the people we serve and when you are interacting with your fellow humans.

In the portion of Bios 101 that I teach, we talk a great deal about the world discriminating against the people we serve. We identify how we can help the world see our friends as "Fully and Valuably Human." As we consider Martin Luther King Jr.'s powerful leadership, let's reflect on his words about what it means for all people to be seen as "Fully and Valuably Human." As you reflect on these eloquent words, remember the history of the people we serve, and hold these sentiments in your heart as you go about your important work.

"I have a dream that one day this nation will rise up and live out the true meaning of its creed: 'We hold these truths to be self-evident, that all men are created equal'."

"I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin, but by the content of their character."

"Now is the time to lift our nation from the quicksand of racial injustice to the solid rock of brotherhood. Now is the time to make justice a reality for all of God's children."



President's Corner



*Eddie Miller, President/ CEO
Bios Companies*

Recently I heard an interesting sermon from my pastor, Kent Choate, Broadway Baptist Church. Sermons are only of true value if they stimulate introspection. His presentation did just that. He began with a simple statement followed by simple questions. "Your actions should impact those not yet attending our church and our community. Would our church be missed by the community if it ceased to exist?"

It led me to the following parallel. Currently there are over 9,000 people on waiting lists for services in Oklahoma and Tennessee. As agencies, service systems, and states are we building and protecting something that will positively impact the lives of these people who need our supports? Would we be missed by them if we ceased to exist?

As a service provider, we (Bios) have a responsibility to provide support which truly impacts peo-

ple's lives. Our charge is to assist people in becoming less dependent, more active, more healthy and provide the supports they need to be valuable members of their communities. Anything less than that is short-changing people we currently serve and people who wait. Are our state community-based models providing services in the most cost effective way AND protecting quality outcomes. Do we listen to individuals, families, and advocates as they tell us what they need? When the systems continue to use service models which fail to meet outcomes and are not based upon individual needs, lawmakers and department officials are making choices to waste resources. When we service providers fail to advocate for efficient and effective services, we let down our constituents and the public at large. Our states have a responsibility to protect and expand quality programs to all. As an example, we believe a 1-20 teacher/student ratio is the standard of excellence for education. Have you seen a waiting list for education? Too often the provision and funding of community-based services are limited by OUR state governments. However, we can't blame others when we, as individuals, fail to participate in our gov-

ernment, "of the people, by the people and for the people."

- All of us need to take a few moments to ponder our focus and plan our actions:
- Are we doing our best each day?
- Are our actions leading to someone being less dependent?
- Are we providing what someone really needs, are we helping them to have meaningful relationships?
- Are we supporting them in their endeavors to be active participants in their communities, are we supporting direct support professionals the lynch pins of any successful service system?
- Are we expecting and celebrating the accomplishment of outcomes?
- Do power brokers such as families, community leaders, legislators, and governors understand and fiercely support the people we serve and their programs?

When we are able to answer "yes" to all these questions we will know our focus and actions are where they need to be.

Welcome New Program Managers

By: Leslie Bryant and Gordon Fujii

Please help Bios - OKC welcome our newest Program Manager, **Amanda Crabtree**. Amanda has been in similar fields for about five years now. She started her journey in child development as a teacher for infants and toddlers, and was then offered the opportunity to expand her experience by working with adolescents with behavioral and substance abuse issues. Amanda is currently attending college for technical c o m m u n i c a t i o n s. Amanda states that she is, '...very excited to be with Bios, and looks forward to continuing my journey with this company!' We, too, are pleased to have you join Bios, Amanda, and welcome to the Bios family!



We would like to welcome **Jo Thomas** as the newest Program Manager to the **Muskogee** Bios Office. Jo started with Bios in 1994. Since her time with us, she has worn many hats, from an HTS, to a House Supervisor, to Human Resources. Most recently, she became a guardian for an incredible man we serve. Jo not only brings a great compassion for people, but she has great organizational, relationship and leadership skills. We asked Jo to recall her most memorable experience with Bios. She described the opportunity she had to take two ladies she served to a Bios Family Picnic, Jo says there were rides and tents and "things to do everywhere you turned!"



Welcome back, Jo!



Positive Rituals Make Us Who We Are!

By: Susan Rutledge

What kind of rituals do you have? Are you the kind of person who must have your cup of coffee to start the day? Do you prefer to shower in the morning or evening? Do you like things neat and tidy or do you prefer chaotic mess? Does Sunday mean to you a day of worship or a day to sleep in? Each of us has rituals within our lives and usually we don't give them a single thought. HOWEVER, daily rituals are very important to who we are and how we function in our daily lives. Rituals help us through life's changes.

Michael W. Smull discusses the concept of Positive Rituals and Quality of Life. He feels there are three kinds of rituals: Daily Rituals, Comfort Rituals and Relationship Rituals. The University of Oklahoma, Center for Learning and Leadership received a grant to teach others about this concept. There are two principals which are the foundation for this training: Honor the Expertise and Respect and accept their values that are based in personal preferences, cultural beliefs and life-ways. This started as a way for families to be able to communicate their knowledge of their loved one with those working and involved in their lives.

Several of us attended the Positive Ritual training this past year and felt it really spoke to what Bios is about. It's about relationships and communication; relationships with the person you work with and their families. It's about communication; listening and learning from those who know the person served best. It's about helping those working with them get to know them better and it's about knowing why a person's likes and dislikes are so important in assisting them to become more independent and successful in all daily aspects of their lives. It's also about you, as the DSP, sharing your knowledge of the person you work with and what role you play in that's persons success.

If you are a DSP in Oklahoma; within this next year, you will be scheduled to attend Positive Rituals training. Part of the concept is to have a



SHANI O. HARRIS	02/01	KAT AVENDANO	02/15
SEAN E. KNAPP	02/01	RICHARD F. PETERS	02/15
LATRELL D. WOODS	02/01	DICKSON KALISSA	02/16
BYRON F. HAMILTON	02/01	JOAN M. PORTILLO	02/17
LINDA K. ISHAM	02/01	N GEBREANNENIA	02/17
OLGA Y. NEAL	02/02	LUCINDA S. ANDERSON	02/17
DELE SALEWON	02/02	TATIONNA J. HOLT	02/17
ANIECIA B. HARWELL	02/02	JAMES K. MUNUHE	02/19
KATHERINE M. RAPER	02/02	JUDY L. MCCOY	02/20
RACHEL L. WHALER	02/03	LYDIA TADELE	02/21
BRENDA MILLER	02/03	BRIAN C. AMES	02/21
TAMMY A. MITCHELL	02/03	HEATHER M. KINCADE	02/21
JODI S. ANAYA	02/04	KATHEY . STANLEY	02/21
EMITH N. BARTON III	02/04	REBECCA I. WRIGHT	02/22
HEATHER R. ROBERTS	02/05	CANDICE N. WILLIAMS	02/22
ANGELA A. GRITTS	02/05	JENNIFER L. JOHNSON	02/22
BRIAN M. SOUSA	02/05	CRAIG K. HUFF	02/23
ASHLEY D. SULLIVAN	02/05	JOYCE M. KNAPP	02/24
MARVA M. STALLINGS	02/06	ANGELA D. BROWN (OKC)	02/24
BETTY J. TATE	02/07	KAREN L. TOWNSEND	02/24
RHEA V. WALKER	02/08	Kathryn Spencer	02/24
DEBORAH J. RILEY	02/08	FRANCES L. JOHNSON	02/25
BERTZELLA LEWIS	02/08	BEATRICE B. THOMPSON	02/25
AMANDA BALLARD	02/09	NAKIA L. CRUTCHER	02/25
ROBERT E. BURTON	02/09	FREDERICK . SHAW Sr.	02/26
BONNIE S. STUBBLEFIELD	02/09	LINDA F. SHELTON	02/26
ANGELA HARRISON	02/09	KEVIN A. FLOYD	02/26
CHARLES R. BRAZEAL Jr.	02/10	JO C. THOMAS	02/26
JACKIE F. DAWSON	02/11	MICHELLE M. ANDERSON	02/26
MADLYN PERRY	02/11	TERENCE A. DIXON	02/26
DONNA M. ELVINGTON	02/12	RHONDA R. BARTON	02/27
LEBRIAN MCGILL	02/12	SAUNDRA K. SHAW	02/27
ROSE M. REDDAY	02/13	BRANDY D. DICKINSON	02/27
RICHARD D. STONE	02/13	MARC REESE	02/27
JOSEPH STAMOUR	02/14	KATHY L. JOHNSON	02/28
TIWANNA J. CHEATHAM	02/14	LESLIE BRYANT	02/28
ROSARIO C. RIVERA	02/15		



**Jolynn Officer,
Bios Director of Nursing**

Trainer and Parent/Trainer working together to teach its principals. I have been selected as the Professional Trainer and Jolynn Officer, the Parent/Trainer. Many of you know Jolynn as our company MAT trainer. She has a son Derek who is Developmentally Disabled. Jolynn's experiences with Derek provide great examples for students who attend Jo's trainings.

We are very excited to be doing this training and feel it is a very beneficial. We look forward to seeing you there. Watch your mail for your training notice coming to you soon.

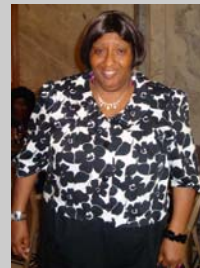
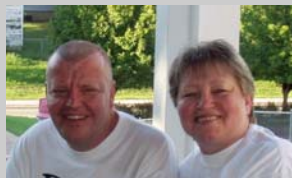
Around Bios



The **Bartlesville** Bios office sent groups to Special Olympic events in bowling and volleyball. The big winner was **David Broerman**, who came in 1st in bowling and earned a spot to compete in the Summer Games in May. Also placing in bowling were **Christi White** who came in 2nd and **Monty Davidson** who came in 4th. The volleyball team, including **Ashley Neff, Stacy Burkstrom, Shawn Parker, Tim Morgan, Jim Tonsing, Bobby Lewis, and Josh Ennis**, came in 2nd. We are very proud of everyone who competed!



Bios **Sapulpa-Tulsa** offices celebrated lots of birthdays and other accomplishments. **Barry Tessner** cheers on the OK State Cowboys in their recent season-end bowl game. **Billy O'Bryan** turned 42 while **Bob Leep** reached a ripe old 38 and **Eddie Marsh** tops 'em all with a big 44! **Mary Holcomb** celebrates a legal name change, as she formalizes her relationship with her adopted family.



Double the love! Employee Referral Campaign

Do you know someone with a compassionate heart?
Show your love by helping them find a job that will love them back!

- ♥ Make a referral and double your bonus!
- ♥ Receive a special "Double the Love" Bios t-shirt
- ♥ Your name will be added the \$1000 give-away in December.
- ♥ The more referrals you make, the more times your name will be added to the pot!



♥♥♥♥♥♥♥♥♥♥ Campaign runs the entire month of February 2009 ♥♥♥♥♥♥♥♥♥♥

ST. PATRICK'S DAY 5K for OK Special Olympics

A Bios Challenge: Julie Davidson vs. Kirk Elam

She says she'll beat him...he says "NO WAY!" Contact the corporate office, make a contribution to Special Olympics and vote for who you think will run the fastest!



FEBRUARY 2009

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3 Muskogee Bowling Thunderbowl	4	5 Muskogee Dinner and a Movie	6	7
8	9	10 Muskogee Bowling Thunderbowl	11	12	13 Muskogee Valentines Dance 6-8 pm	14
15	16	17 Muskogee Bowling Thunderbowl	18	19 Muskogee Dinner and a Movie	20	21
22	23	24 Muskogee Bowling Thunderbowl	25 Muskogee Anniversary Party 4 p.m.	26	27	28

MARCH 2009

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3 Muskogee Bowling Thunderbowl	4	5 Muskogee Dinner and a Movie	6	7
8	 <p>Call your area office for info about the March on the Capitol this month!</p>	10 Muskogee Bowling Thunderbowl	11	12	13	14
15		17 Muskogee Bowling Thunderbowl	18	19 Muskogee Dinner and a Movie	20	
22		24 Muskogee Bowling Thunderbowl	25 Muskogee Anniversary Party 4 p.m.	26	27	28
29		30	31 Muskogee Bowling			

Developmental Disability Awareness Month

WHO will run the FASTEST?



Julie...Kirk

Kirk...Julie

Julie...Kirk

Kirk...Julie



Make a contribution to Special Olympics and vote for Julie or Kirk to have the fastest time in the St. Patrick's 5-K!



Bios Superstar: OKC's Robert McCormick

By: Gordon Fujii

Parents/Guardians describe him as, 'invaluable;' his peers praise him as, 'truly caring', and team professionals call him, 'the most knowledgeable person on the gentlemen's team'... they are all talking about Robert McCormick. It is an odd and wonderful thing to say that a Direct Support Professional has worked with the same two gentlemen his entire career with Bios, but that's the story with Robert. Working with Jason and Eddy since his start in 2001, Robert explains that he has always enjoyed helping those in need... 'It's the challenge...learning about the medical issues with Jason and keeping him healthy. And being around as long as I have, I really enjoy being able to help others get to know him and his needs.' When asked about how he has managed the issues of staff turnover for so long in the same home, he simply stated, 'I'm patient, and I just don't get involved in blaming each other... I keep the personal as personal, and this is about business.' That's some great advice, Robert, and big "Thank You" for your commitment to the field and hard work for Bios!



Employee News

POLICY BRIEFING:

FMLA: FAMILY MEDICAL LEAVE AND AMERICANS WITH DISABILITIES ACTS

By: Kendyll Miller

FMLA: Family Medical Leave Act

Changes in the Family Medical Leave Act took effect January 16th, 2009. Some of the changes include:

- Workers with family members who are seriously wounded or become seriously ill while on active duty may take up to 26 weeks of unpaid leave in a single 12-month period to care for them
- Family members may take up to 12 weeks of leave for non-medical situations caused by active military duty or duty call-up.
- An employee recovering from a serious health condition may volunteer for available "light duty" work, while retaining his right to have original or comparable job restored when fully recovered. This light duty time will not count against 12 weeks of FMLA.

What you need to know:

- Read Bios' updated policy to understand rights and responsibilities regarding FMLA.
- Employees, who wish to request FMLA leave, need to notify Tausha Cook, Bios Benefits Coordinator at 1-888-920-3600 ext. 145 as soon as they learn of their need to take leave.
- Complete and sufficient paperwork is required. Make sure you follow instructions carefully.
- We are here to support you, make sure you maintain good communication throughout process.

ADA: Americans with Disabilities Act

Changes to the American's with Disabilities Act (ADA) took effect January 1, 2009. Some of the changes include:

- Interventions that decrease the impact of the disability such as medications or other aids, can no longer be taken into consideration when determining whether a disability exists, except with eye glasses or contact lenses.
- A longer and non-exhaustive list of major life activities including reading, concentrating, thinking, communicating and major bodily functions will now be considered by the courts.
- Definitions of disability are broader and include conditions which are episodic or in remission

What you need to know:

- Bios is dedicated to compliance with the American with Disabilities Act (ADA) and ensuring equal opportunity in employment for qualified persons with disabilities.
- All employment practices and activities are conducted on a non-discriminatory basis and in compliance with the law.
- Any employee, who believes they need an accommodation to enable them to perform the essential functions of their job, needs to contact Kendyll Miller, Bios Director of HR at 1-888-920-3600 ext. 162. Upon receipt of a request, the need for, and possible reasonable accommodations, will be reviewed and discussed with you.



Bios Safety News



Contributions: Karla Montgomery

Back Injury Prevention: Lift the Right Way

Low back pain causes more lost workdays than any other health or safety issue. Review the following information and it can help reduce back injuries resulting from improper lifting.

Bios cares about your safety and making sure you don't get hurt. Back injuries can happen at any time, especially if you don't lift things the right way. Here are some tips to help you lift right.

Before You Lift

Plan Your Route Figure out where you want to carry an object before you lift it. Is there anything blocking the route? Are there any things along the way that you might trip over? Is the route flat and dry?

Test the Load Make sure you can handle the load before you try to lift it. Is it too heavy? Is it too awkward to carry? Do you need a hand? Do you need a hand-truck or other lifting tool?

When You Lift

Lift It Right: Get as close to the object as you can. Keep your feet about shoulder-width apart. Try to keep the object between your feet. Bend your knees. Keep your upper body and back straight. DON'T bend at the waist with straight legs to lift objects that are low to the ground.

Move It Right Let your lower body do the work. Move your feet to change directions. Don't twist your back

Lower It Right When you put the load down, bend your knees, not your waist.

Get Help if you Need It

Don't be a hero. If an object is too heavy or awkward to handle on your own, ask for help. Talk to each other when lifting together. Make sure you all know what to do and when. Use clear commands like, "let's lift on the count of three."

Follow these guidelines to help keep your lifts safe.. Please ask your supervisor or the risk manager if you have any questions

Report On the Job Injuries:

Karla Montgomery, Risk Manager

Pager: 1-866-768-1655

Cell Phone: 918-230-1610



Safety Check

Safety Committee Members

Mark Moskal-Tulsa
Sherry Wood-Sapulpa

Cora Scott-Muskogee

Arma Polk-OKC

Michael Bunnell-TN

Marlene Barger-Voc/OK

Tammy Thomison-Bartlesville

B'ville Kudos ... sharing the Love! From Juanita:

Bartlesville PM's: great work on quick inservices!
BJ...thanks for being BJ!

Christi, you're so responsible and helpful at the front desk!

From Others:

Jenna takes great care of us ladies...keep up the good work!

Diane Wickham, thanks for always being there in a pinch and listening to people

Juanita and Crew: incredible office with incredible people. Enjoyed the visit! Eddie

Thank you Bruce, John, Bee Jay, Emily, Jami, Amy, Crystal, Stacy, Cindy, Wendy, Bill and Shannon. - Your help has been great!

February Birthdays



Kenneth Dobbs	2-5
Ezekiel Dapprich	2-5
Charles Colley Jr.	2-6
Dee Dee Hemphill	2-6
Betty Tate	2-7
Tammie Sue Allen	2-10
Joseph St Amour	2-14
Richard Peters	2-15
Judy Logue	2-16
James Reamy	2-18
Courtney McGill	2-19
Brian Ames	2-21
Matthew Ledbetter	2-21
Kathy Stanley	2-21
Elsie Hawkins	2-22
Rebecca Wright	2-22
Kathryn Spencer	2-24
Deborah Kubiak	2-26
Sherry Moore	2-27
Marc Reese	2-27
Anna Duke	2-27
Kimberly Springer	2-28

