

Adult Learning Systems- Lower Michigan

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Quarter 1 Newsletter
FY 24-25

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SUITE F
ADULT
LEARNING
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"Every person has the right to a quality life and to be fully integrated into their community."

CEO'S Corner

Written by Sherri Turner

We are excited to start 2025 and the opportunities that await for ALS-LM consumers and staff. This year, our annual goals will focus on continued advocacy for direct care professional wages and benefits at the local, state, and federal levels. We'll also continue to look at ways to increase efficiency and effectiveness with our business operations. Thanks to everyone who makes ALS-LM a fantastic organization and place for our consumers to receive quality services.



403b Rollout

We rolled out the new retirement plan for all ALS-LM employees in November and December. We're excited to have the opportunity to offer this benefit to our employees. Please remember that financial advisers are available through Morgan Stanley, and the online dashboard provides opportunities to change your contributions.

Earned Sick Time Act (ESTA)

ESTA Legislation: The new Michigan Earned Sick Time Act (ESTA) will be effective on February 21, 2025. As legislators continue to work on a final bill, ALS-LM is working to revise effective policies and procedures. The highlights of the new law include:

- All employees accruing 1 hour of ESTA leave for every hour worked
- Accrual of ESTA time upon hire
- Benefit year: October 1st - September 30th
- Use of ESTA time begins 60 days upon hire to the first month
- Maximum number of hours used in a benefit year of 72 hours
- Extending the use of ESTA time for both the worker and family
- ESTA time will be tracked through ADP.

A posting of the ESTA time outlining all the details of the law will be posted at your sites before the effective date. Questions should be asked through your immediate supervisor and Regional Director.

Direct Care Workers & Manager of the Quarter

Every quarter we like to take a moment and congratulate our dedicated direct care staff who were selected for their hard work this quarter!



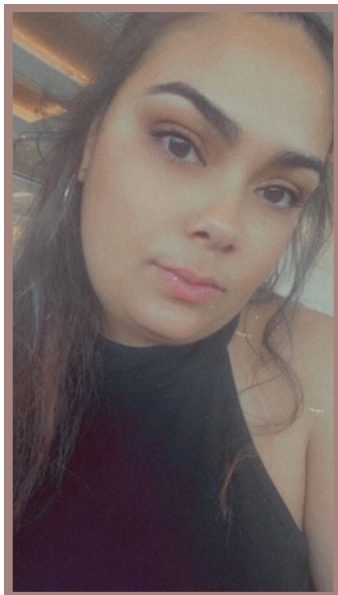
Chelsea Lilly
Medical Coordinator
Cherrywood

“Chelsea has really been helpful in her role as a Med Coordinator. She works very hard at ensuring everything is correct/corrected in ICM. She has worked very well with our Residents ensuring their appointments are scheduled and she's here to assist with appointments as well as other outings. She's also kept in touch with Guardians reassuring them that we are keeping up with appointments and hospitalizations. We have had a difficult time with one of our residents declining. Chelsea has assisted 100% with his care if there's anything I need on her part we work together as a team to ensure it is completed.”

“Chris works well as a team player and is willing to cover shifts when needed. He's built a good rapport with the consumer's and they just love him!”

Not Pictured

Chris Groves
Direct Care Worker
Abraham



Alyssa Taylor
Home Manager
Seybold

“Alyssa is a team player and assists with training staff at all sites in Washtenaw county and assists in covering shifts at other sites when needed. She helped with the clean up and move of both the Sugarbush home in Macomb and the Norton home in Howell. The Seybold home recently had a consumer in Hospice as staff wanted the consumer to pass away at home, and Alyssa provided support and encouragement to both the staff and guardian.

Alyssa is a true advocate for the consumers ALS-LM serves and promotes teamwork and positivity in the workplace!”



Oak Grove Opens!



The Norton home moved and officially became Oak Grove in the beginning of the 1st quarter! The Norton home experienced a devastating flood which caused the residents and staff to be relocated temporarily, and eventually settling down at Oak Grove. We truly appreciate everyone who helped during this time and made this complex transition move smoothly!

“

Act as if what you
do makes a
difference. It does

-Williams James

”

St. Clair's New Vehicle

St. Clair received a
new 2024 Ford
Expedition!



Around ALS-LM

Check out what we did throughout the quarter!



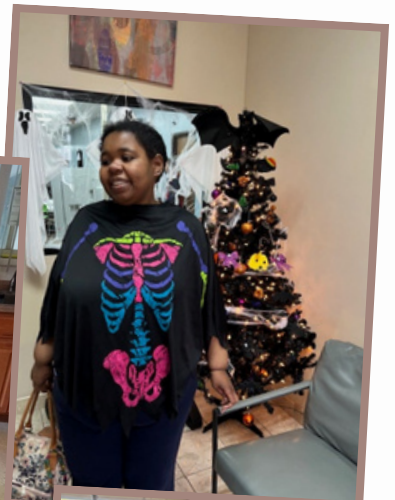
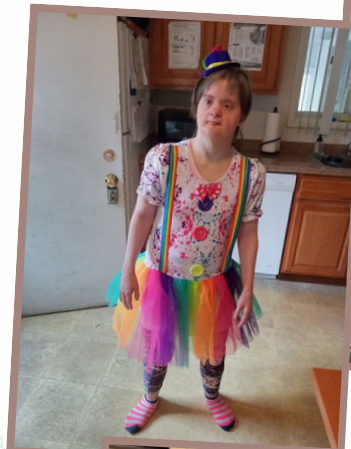
Spicer Orchards
Oak Grove



St. Augustine Catholic Church Christmas party!
Briarwood



Pumpkin carving!
Oak Grove



Celebrating Tony's Birthday!
Vinecrest



Halloween!
Seybold



Around ALS-LM Cont.



A guardian was kind enough to donate money for the residents to stay at Frankenmuth!

Michael's Home



Christmas Party!
Oak Grove



“

No act of
kindness no
matter how
small, is ever
wasted

-Aesop

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