



2012 Staff Reporter

January • February • March • April • May • June • July ★ August ★ September • October • November • December

It's a bird, it's a plane, no it's...SUPER FOLLIES!



Left: L to R—Getting down with Motown, that's what Alison Wallace and friends did as they treated the crowd to a medley of "old school" Motown hits.

Below: Marisol Pietri belts out a Madonna tune at the Follies. She really got "Into the Groove."



Above: L to R—Mike Decker, Liberty CEO; John Glode, Regional Director; and Candy Opalka, Liberty COO. Liberty staff really gets into the spirit and channels their inner super hero to entertain the crowd. Inspector Gadget lets loose (watch out Captain America!) while Mighty Mouse exclaims, "Here I come to save the day!"

The 6th Annual COOL Follies variety show was such a big success this year it had to be held on two separate dates and venues—September 22 at Amsterdam High School and October 19 at Canajoharie High School. Approximately 85 individuals and staff either performed or volunteered to make the show a great success. Attendees enjoyed performances full of singing, dancing, poetry, and even a very cool "black light" routine. The COOL Follies program offers Liberty individuals the opportunity to learn about the performing arts and gives them the chance to share those abilities with friends, staff, and the community. ■

Watch for Liberty's New Media Campaign

Liberty is making NEWS! A media campaign was recently launched to bring attention to Liberty's vital role in the community.

Our slogan is, "Caring about Each Other. Committed to the Community?"

You'll notice the campaign on area billboards, City of Amsterdam transit buses, in local papers, and elsewhere. A monthly article in the Recorder spotlighting Liberty runs the third weekend of the month.

Be on the lookout! ■

Caring About Each Other. Committed to the Community.

Individuals in Liberty's programs are busy every day:

- ✓ Building relationships
- ✓ Making a difference in our community
- ✓ Impacting lives


libertyarc.org




Safety Corner

Chemical Safety

By Heather Vecchio and Jesse Markes

Your "Right to Know" becomes your "Right to Understand" Chemical Safety

Chemical substances are everywhere in today's society and most of us utilize hazardous chemicals every day both at work and home. In the US, chemical safety is regulated by several different federal agencies, including OSHA, EPA, and DOT, to name a few, as well as DEC in NYS. Every Liberty employee receives chemical safety training in their new hire orientation in compliance with the Occupational Safety and Health Administration, Hazard Communication regulation. The "Haz Com" standard requires that employers maintain a written Hazard Communication Program, inventory chemicals by work areas, have accessible material safety data sheets for all employees, label secondary containers in the workplace and conduct employee training.

Following the 9/11 disaster in NYC, more aggressive national and international chemical regulation came into focus. OSHA currently estimates that over 30 million persons have the potential to be exposed to hazardous chemicals at work throughout the U.S. Global commerce and stark differences in the classification and regulation of chemicals worldwide caused a growing concern for human health as well as environmental protection. This concern has resulted in changes for hazard communication, including changes in chemical classifications, labeling, and material safety data sheets. There have been two significant regulatory changes which have impacted how business is conducted within the U.S. They are: The European Union (EU) legislation; Registration, Evaluation, Authorization and Restriction of Chemical Substances (REACH) and the United Nations' proposal for Global Harmonized System of Classification and Labeling of Chemicals (GHS). REACH went into effect in 2007, requiring that some chemicals are registered and that substitutions are used for highly hazardous substances. In some cases, chemicals may be banned or restricted from being allowed into the EU.

GHS is intended to standardize chemical classifications and labeling in order to improve the comprehension of hazards. Currently, countries which manufacture chemicals outside of the U.S. do not have to comply with U.S. standards for the classifications of chemicals. Therefore, a chemical imported into the U.S. may meet our standards as a corrosive, but not be required to be labeled as such. Additional standardizations include changes to labeling to require pictograms, which are intended to simplify hazard warnings and make them easier to identify and distinguish between for users.

OSHA has officially "adopted" GHS and revised the Hazard Communication standard. All employers must train their employees on significant changes to Safety Data Sheets, the new pictograms for chemical labels, signal words, and precautionary statements, which will now be standardized.

Liberty will be talking a lot more about what these changes mean to each site within the next few months, as we anticipate the conversion of all MSDS to the new Safety Data Sheet format.

Do you know where to go to get chemical data information in an emergency at your site? If you're not sure, speak with your supervisor today! ■



Heather Vecchio
Safety Manager



Jesse Markes
Committee Chair

From the Help Desk to Your Desk

Microsoft Office 2007 Training

Did you know there is Microsoft Office 2007 training available to all staff? The training covers Word, Outlook, Excel, PowerPoint, Access as well as other applications in the Microsoft Office Suite of applications that we use today at Liberty!



You will find tantalizing courses such as:

Get out of your inbox with 2007

See and use multiple calendars

Or

Documents with backgrounds borders and text effects

Save time with templates

And my favorite: Get visual with SmartArt graphics

These are just samples of the many courses available to You! Now! Free!

You can access the training:

- Through the IT Intranet page by going to the Intranet home page, clicking the InfoTech Tab across the top and then clicking the Microsoft Office Training link at the lower right of the page.
- Through Citrix by clicking on the Office 2007 Training ICON.
- Directly via the internet by entering the URL <http://office.microsoft.com/en-us/training-FX101782702.aspx> in the address line

Once on the Microsoft Training Site scroll to the bottom where you will see the MS Office 2007 application links.

It's real easy to navigate and the modules are setup to be self-paced. Go ahead and make your move forward with technology. ■

Contributed by Donald Whiting, Director of IT

Abuse & Neglect Prevention

Liberty's Abuse & Neglect Prevention Committee has been working hard in developing a new strategy to reduce and ultimately eliminate abuse and neglect. Part of their plan was to implement a slogan in all aspects of the campaign. A Create a Slogan contest challenged Liberty staff to create a catch-phrase.

Congratulations to Connie Dulysz, Business Office, for submitting the winning slogan:

"Always Respect – Never Neglect. No Excuse For Abuse"

The committee thanks everyone who submitted an entry," said Regional Director Traves Bethel. "There were many great slogans submitted, it was a difficult decision to choose a single winner."

Keep an eye out for the new Abuse and Neglect Prevention posters, coming soon! ■

Liberty's Abuse and Neglect Prevention Committee Chairperson Catherine Mowrey (left) presents the Business Office's Connie Dulysz with a certificate recognizing her as winner of the committee's slogan contest.



Benefits Corner

Liberty has selected Vanguard—one of the world's largest investment management companies—as our new retirement plan record keeper and investment manager. Now it will be easier to choose investments for your retirement plan. Whether you're an experienced or novice investor, you can create a portfolio that fits your investment objective, time horizon, and comfort with risk.

Now that we have moved to Vanguard, you have access to saving features, online tools, and advice services that will help make saving and investing in the plan even easier. Beginning the week of October 7 all transactions were available through Vanguard. ■

If you have any questions, contact Diana Mack at ext 3288.

Calendar

- Nov 5** Books R Fun Book Fair – DS Cafeteria 9:30 am–2 pm
Nov 7 Annual Employee Recognition Dinner – Raindancer 5:30–9 pm
Dec 8 Staff Christmas Party – Amsterdam Elks Club 6–10 pm
Dec 14 Up County Staff Christmas Party – Arkell Hall 6–10 pm



Fall Picnics

L to R: John-Paul Friday (Sales), Dominic Wieszcowski (Production) and Chad Hartwig (Sales) work hard at the grill!

Food, fun, and friends were the order of the day at the Annual Fall picnics celebrating the individuals at Liberty! Staff served up delicious food from the grill, yummy salads and to top it off, tasty treats for dessert. There was also music for those who felt like tapping their toes and using their dancing feet! ■

National Direct Support Professionals (DSP) Week

was celebrated September 15-22. Liberty staff recognized our hard-working DSPs with a brunch during the week and with goody bags. We thank all our DSPs for the great job they do every day to help support individuals with disabilities. You truly are at the heart of what we do!

L to R: Tricia Smith, Nancy Guyette, and Amanda Mnally greet Liberty DSPs at the breakfast table with delicious goodies and much thanks.



Personnel Personals

■ Births

- **Meagan Riccardi** had a baby girl on July 15 at 12:18 pm. Hannah Elizabeth weighed just under 7 pounds and was 18 inches long.
- **Jennifer Hazzard-Friers** and her husband Scott welcomed daughter Madeline Jean on September 16; she was 6 lbs. 2 ozs. and 20 ½ inches long.
- **Carrie-Ann Schmidt** and her husband Justin have welcomed daughter Ava Rose who was born July 6 at 8 lbs. 7 ozs.
- **Traves Bethel** and his wife Meghan welcomed son Evan Michael, 7 lbs. 15.9 ozs., born August 5.
- **Josie Blalock** is a new grandma; granddaughter Kamora Gina Robinson was born July 30 at 7 lbs. ¾ oz.
- **Robin Moller** has a new grandson, Cameron Jeffery Moller, who was born July 30 and weighed in at 8 lbs.
- **Deb Oliver** is a proud grandma to Taylor Jenevieve Bearcroft who weighed 8 lbs. 8 ozs., 20 inches long, born October 4.
- **Tyrone Ridley** and girlfriend Katie Bottisti welcomed their son Teagan Ridley on July 6. Teagan weighed in at 7 lbs. 7ozs. and was 19 inches long.
- **Erica Rickard** is happy to announce that she and her husband Scott have welcomed a new daughter, Maya Kenzlee. She was born July 1 at 9 lbs. She joins sisters MaKenzee and Kylee.
- **Donna Hall** is excited to welcome granddaughter Scarlet Sierra Handy, born August 8 at 6 lbs. 2 ozs.



■ Wedding

Kelly (Snell) Martelle is celebrating her recent marriage to husband Edward Martelle. They were married on August 8. Congratulations!

■ Birthday

Marking a birthday milestone is **Lisa Kinowski** of our Clinical Department. Lisa turned 50 years young on September 20. Happy Birthday Lisa, and many more!

■ Wedding Anniversaries

Ann Handy and her husband **Bradley** recently celebrated their 40th Wedding Anniversary on July 15. Ann currently resides at Liberty's 208 Church St. home. Ann and Bradley met at Lexington back in 1971. To celebrate this anniversary milestone a party was thrown for the happy couple with family and friends in attendance. Congratulations Ann and Bradley; here's to many more!



Scan of an original photo from the Handy's wedding.

- Congratulations are also in order for **Darlene Elwood** of our Residential Program. Darlene and husband Bernie celebrated 40 wonderful years together on October 7.
- **Barb Wool** of the PR & Development Office and her husband Ed are celebrating 30 years on October 24.

Amsterdam Rotary

Liberty recently hosted a fall luncheon at the Day Supports Cafeteria for Amsterdam Rotary's monthly meeting. Rotarians were in for a treat, as Salsa Picante prepared mouthwatering Hispanic cuisine, including their famous empanadas. In addition to the annual business meeting, Liberty CEO Mike Decker gave a brief overview of Liberty programs and community commitments. ■



Approximately 30 Rotarians enjoy dessert as Rotary President Leslie Lanzi conducts group business.

FIGHT THE FLU

The flu season usually runs from late fall until March. The flu is a serious illness with symptoms starting with fever, sore throat, cough, tiredness, and body aches. In some people, the flu can lead to potentially life-threatening complications.

Even without being vaccinated there are steps you can take to reduce transmission of the flu:

- To help boost your immune system: get plenty of rest, exercise, eat properly,
- Stay home from work if you experience flu symptoms: taking it easy could help you feel better sooner and will slow the spread of disease.
- To reduce the spread of germs, cover your nose and mouth, preferable with a disposable tissue, when coughing or sneezing.

• Handwashing

Clean your hands with soap and warm water. Carry a waterless hand gel and wash your hands frequently: after using the bathroom, before eating, before and after preparing food.

- **Clean Surfaces** you touch frequently, such as doorknobs, water faucets, refrigerator handles, tables, telephones.

Let's all work together to stay healthy this winter!

Contributed by Robin Moller, Director of Medical and Clinical

Flu Shot Clinic • November 2 • 10-12
LE Building Conference Room



An employee Flu Shot Clinic was held October 5 in the Day Supports gymnasium. The clinic was free for Liberty employees and was offered by our Clinical and Medical Department.

L to R: Liberty Nurses Sarah Smith and April Marcellino are ready to do their part in helping fight the Flu!

Staff News

New Staff

Liberty welcomed a new staff member, Christopher Lail, CPA, as our controller. Chris most recently worked for Daystar Technologies, Inc. a solar photovoltaic products company, where he held the position of Chief Financial Officer. Liberty is very excited to have Chris as the newest member of the Business Office. Welcome, Chris!



*Christopher Lail, CPA
Controller*

Staff Promotion

Renee Martin, who has been employed at Liberty for the past 17 years, was promoted to Associate Director at Liberty. During her tenure, she has held various positions, such as: Direct Support Professional, Scheduling Manager, Residence Manager, and Residential Coordinator. Renee has comprehensive knowledge of the people we support as well as an extensive knowledge of agency history. She was an integral part of the rollout of the agency's Kronos application. Renee is also known for her willingness to volunteer and has been active in many of Liberty's functions. Most recently, Renee has been covering as Associate Director for Day and Residential services in Amsterdam, Region Two. Congratulations, Renee! ■

Facebook



Your friends at Liberty ARC's Facebook page would like to thank those who've "liked" and followed us over the last year! Did you know this is a fantastic page to find out about all the great events happening at Liberty, accomplishments made by staff and individuals, and so much more! Our very own Jesse Markes has an awesome video up there highlighting Liberty's Safety Go-To Committee. If you haven't liked us yet, please do! Let us know what you think. ■



Jesse Markes

Donation to Amsterdam Library

The business office collected and delivered 6 ½ boxes of books and 1 box of CDs to the Amsterdam Free Library for the annual fundraising book sale! Mary Ann Metz organized the book collection effort. Thank you, Mary Ann, for your hard work! All proceeds from the autumn book sale benefit the Amsterdam READS program and go towards Library painting and repairs. ■

Play Ball!



Ryan Whitehouse gives the "Play Ball" call to players at Liberty's night at the Mohawks on July 30.

Staff, individuals, family, and friends enjoyed a night of watching the "boys of summer."

To top off the night, the Mohawks won the game!

Deborah Wallin

Leader of the Quarter

Deborah Wallin, Manager at Old Trail Road residence, exemplifies Liberty's values. She provides exceptional service in every aspect of her job, especially when supporting the residents.

Deb is respected by all the individuals and staff because she treats them with respect and makes teamwork a priority.

Deb is a great mentor and teaches new staff the correct procedures on a daily basis. Everyone in the home agrees she is a great person to work with and an excellent role model. Thank you, Deb, for your dedication and hard work. It is greatly appreciated! ♦



2nd Quarter • 2012

LIBERTY Montgomery County ARC 518.842.5080
43 Liberty Drive • Amsterdam, NY 12010 • www.libertyarc.org

Steve Osheyack

Leader of the Quarter

Steve Osheyack was nominated and selected because he always offers assistance without even being asked. He dedicates himself to accomplishing team goals in order to improve lives.

Steve is a strong mentor, educator, supporter, and a great motivator. The positive quotations that he sends out to staff are always welcome. Steve embraces the meaning of Liberty's values and commitments each and every day. He truly helps make Liberty a better place for everyone.

Thank you, Steve, for everything you do to make Liberty such a great place to work for staff, and for ensuring that consumers have the best quality of life possible. Congratulations! ♦



3rd Quarter • 2012

LIBERTY Montgomery County ARC 518.842.5080
43 Liberty Drive • Amsterdam, NY 12010 • www.libertyarc.org

Ada Silva

MAY 2012
Employee of
the Month



Ada Silva works in the FSS program and is well liked by her peers and a favorite staff member of the many individuals she supports during the recess program.

Ada is very person-centered and resourceful. She calls upon her co-workers for ideas and studies all available options to ensure that the people she supports are involved in rewarding community activities.

Ada stands out for her flexibility and willingness to work many different shifts. Although her schedule is always changing, she takes the challenges in stride.

Thank you, Ada, for your commitment, your achievements, and for being a valued role model. ♦



LIBERTY Montgomery County ARC 518.842.5080
43 Liberty Drive • Amsterdam, NY 12010 • www.libertyarc.org

Elizabeth Carpenter

JUNE 2012
Employee of
the Month



Elizabeth Carpenter is a Direct Support Professional employed at the Carlisle Road residence.

Liz received numerous nominations from staff members who work with her. They all complimented her for being such an excellent and valuable team player. Liz is exceptional because she never hesitates to help others and is very reliable. Co-workers and individuals in program can always count on her assistance. Most importantly, she continually puts forth extra effort for the people she supports.

Thank you, Liz, for being such an outstanding employee and friend to everyone at Liberty! ♦



LIBERTY Montgomery County ARC 518.842.5080
43 Liberty Drive • Amsterdam, NY 12010 • www.libertyarc.org

Erin Luby

JULY 2012

*Employee of
the Month*



Erin Luby works in Liberty's Family Support Services programs. She was nominated by co-workers, who say she always goes above and beyond and tries to think outside of the box to enhance the services we provide for

our individuals.

Erin is credited with consistently creating new ideas for recreation activities and, according to her supervisor, she truly cares about the individuals with whom she works.

Erin exemplifies all of Liberty's values and is someone who can always be counted on to help in any situation. She works well with others and is a great leader. Congratulations, Erin! ♦



LIBERTY Montgomery County ARC 518.842.5080
43 Liberty Drive • Amsterdam, NY 12010 • www.libertyarc.org

Luis Rosario

AUGUST 2012

*Employee of
the Month*



Luis Rosario works in our residential department and was nominated and chosen because he is always willing to work and help out wherever needed.

He will change his own personal plans to accommodate and help the consumers he supports.

Luis is respected by staff and consumers and is always a team player. Whenever Luis is seen with a consumer, you are sure to see big smiles!

Thank you, Luis, for being such a great role model. You are an asset to the agency and the people you support. ♦



LIBERTY Montgomery County ARC 518.842.5080
43 Liberty Drive • Amsterdam, NY 12010 • www.libertyarc.org

Tasha Blowers

SEPTEMBER 2012

*Employee of
the Month*



Tasha Blowers works as a Registered Nurse for Liberty and was nominated because she exemplifies all of Liberty's values.

Her quality of care and respect for the individuals is evident every day. She is a team player and is always available whether she is on or off the clock.

Tasha is honest and has strong moral principles. She is a great role model and it is evident that she truly loves what she does. Thank you, Tasha, for all you do as a role model and mentor! ♦



LIBERTY Montgomery County ARC 518.842.5080
43 Liberty Drive • Amsterdam, NY 12010 • www.libertyarc.org

EVAC Training Sessions



Above: Emergency EVAC training participants discuss what to do in a van rollover accident with multiple victims.

Safety is a top priority at Liberty. The Safety Office, in conjunction with the Training Department, held four EVAC Training sessions at Liberty's bus garage. Three different simulated scenarios involved an emergency in which a wheelchair van rolled over with "victims" trapped inside. The classroom training presented seven steps to crisis management, which can be applied to any transportation emergency according to the National Rural Transit Assistance Program, administered by the Federal Transit Administration Program. Participating staff gave very positive feedback. Many thanks to Staff Training for the loan of their "victims" and their support in this training. ■