



Spring 2010

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April 2010 Issue

## Judy Hynes *Seeing Through the Eye of the Needle*



Judy Hynes

The eye of a needle comes in many sizes. It can be difficult to get the right

sized thread to fit in the eye. Sometimes it's hard to find a fit in the world of work. Sometimes one needs a little help.

Today, Judy Hynes found the right fit and is now able to thread the needle on her own. With the help of her new employer and co-workers she has found the perfect fit and the support she needed.

Judy was born deaf and recently moved to PEI with her partner. While he was able to find work, she was not so fortunate. Since Judy uses sign language to communicate, she was limited to where and how she could look for work. In the past, she had been content to work in jobs behind the scenes where she often felt isolated and alone. Her resume reflected those work experiences but did not reflect the many other skills that she had. After working on resume development with Employment Specialist, Nancy Marie Arsenault, armed with labor market information and some additional self confidence, she set off with her partner 'looking' for work opportunities that fulfilled her wish to sew fulltime.

Pins and Needles owner and



Judy and Sylvia

operator, Sylvia Morrell-Doiron wasn't looking to hire when Judy walked in the door. When her partner

spoke for her she thought it odd at first until he started to sign to Judy. Sylvia signed back to them! It wasn't long before Sylvia knew that she wanted to hire Judy. With the aid of a wage subsidy, Judy is now working fulltime and is not behind the scenes. She sits right up front in the shop. She no longer is left out of chatter amongst her co-workers. Each day they take time to learn some new words and have had quite a few laughs at some of their

work attempts. Judy's new co-workers, Karen Handler and Florence Gallant are happy to have the opportunity to learn sign



Karen, Florence, Judy

language. Florence is happy she is learning so she can communicate with her niece who is deaf. Between Judy and Sylvia they make sure everyone can participate in conversations.

Judy is grateful to be working, thankful for the help from PEI COD with her career goal and glad she walked in the door of Pins and Needles. Sylvia believes in being inclusive and accommodating. "This is a perfect fit, and I hope Judy will be here a long time".

## PEI Citizen Advocacy Needs Volunteers



PEI Citizen Advocacy is currently looking for volunteers interested in participating in the Citizen Advocacy program in the Summerside area. PEI Citizen Advocacy is a non-profit organization which matches volunteers from the community with community members who have an intellectual disability, on a one-on-one basis.

Anyone of any age can volunteer with the program. No experience is necessary. The Citizen Advocacy office provides each new volunteer with an orientation session and on-going support.

One of the commonest questions is, "How much time will it take?" Each match is different. How much time you spend with the person you are matched with will depend on how much time you have available. It's a very flexible form of volunteering!

If you are interested in becoming an advocate, or if you would like more information, please call us at 902-566-3523 or email us at [peica@eastlink.ca](mailto:peica@eastlink.ca). Make a big difference in someone's life!

## PEI Foundation for People with Disabilities 2010 Application Deadline



The Council has two types of funding available from the PEI Foundation for People with Disabilities for either children or post-secondary students. Applications are made to the **Foundation Awards** or to the **Alice and Roy Bruce Scholarships**.

The Foundation Awards are given with the purpose of increasing the participation and inclusion of children with disabilities, aged 19 and under, in Prince Edward Island.

The Alice and Roy Bruce Scholarships are awarded to post-secondary students towards the cost of education at a recognized educational institution.

The deadline for both applications is **June 30<sup>th</sup>**, for more information and applications contact Shelley Harvey, Administrative Assistant at 892-9149 ext 221.

## 2010 MS Walk - Sunday, May 30



***"Make your step the one that ends multiple sclerosis."***

Join hundreds of Canadians on Sunday, May 30 to "Be a Walker and Be an End to MS". Register online at [www.mswalk.ca](http://www.mswalk.ca) or call toll free: 1-800-268-7582.

## Job Search Club



Do you need help with your job search techniques to find employment? Then call Patt Allen, Employment Specialist, with the PEI Council of People with Disabilities at 902-892-9149 ext. 226 to inquire about joining the new **Job Search Club** at the Council. Next Club starts April 7 and ends on May 3, Mondays and Wednesdays beginning at 2:00 pm - 3:00 pm.



**Job Search Club Members**

## Annual General Meeting - June 19 - PEI Council of People with Disabilities



Life is about celebrating our successes and people living with disabilities certainly do. Please help us share your successes by joining us at The PEI Council of People with Disabilities Annual General Meeting at the Credit Union Place, 511 Notre Dame St., Summerside, on June 19 from 10:00 am until 1:00 pm.

After the meeting, people will have an opportunity to celebrate with food, music, entertainment, and the spoken word. Come, enjoy and celebrate.

Should you need assistance with transportation, please contact your PEI COD office in your county. Prince: 902-436-9259; Queens: 902-892-9149; Kings: 902-838-5878.

Your success and happiness lies in you. Resolve to keep happy, and your joy and you shall form an invincible host against difficulties.

Helen Keller



**Board Members**

## Things Every Employer Should Know About Job Accommodation

- 1. Most employees with disabilities do not require accommodations.** Surveys show that many employers shy away from recruiting or hiring people with disabilities because they fear the cost of possible accommodations. They assume that every person with a disability, or at least most of them, will require an accommodation. While numbers vary slightly, most studies indicate that the vast majority, somewhere between 70 - 80%, of employees with disabilities (roughly 3 out of 4) require no accommodation.
- 2. Even when accommodations are required, half of them cost nothing.** According to the Job Accommodation Network's 2009 report, Workplace Accommodation: Low Cost. High Impact, when accommodations are needed, approximately 56% cost nothing. This figure, combined with estimates for employees who require no accommodations suggests that 9 out of 10 people with disabilities are employed with absolutely no associated job accommodation costs.
- 3. When accommodations do cost money, they are typically a minimal expense.** Only one in ten employees with a disability needs an accommodation that is an expense to their employer and, again according to the Job Accommodation Network's 2009 report, Workplace Accommodation: Low Cost. High Impact, employers report a typical expense of only \$600.
- 4. Accommodations can have a positive impact on overall workplace productivity.** Job accommodations often approach and/or organize job tasks in new ways – frequently introducing new tools and methods. These new approaches, when used by people without disabilities who are performing similar jobs, can sometimes increase the overall safety, and productivity in the workplace. In the Job Accommodation Network's 2009 report, Workplace Accommodation: Low Cost. High Impact, 57% of surveyed employers reported that making an accommodation for an employee with a disability had improved overall company productivity. Particularly when it is an equipment need, many people with disabilities already own what they need or can have it provided through other sources (community organizations or government programs).
- 5. Employees may be reluctant to bring up their accommodation needs.** Companies need to foster a workplace culture that affirms the uniqueness of each employee and that welcomes suggestions that will sustain or enhance their productivity. Anything less will cause employees to hide their disabilities and not request needed accommodations. This will be true for new applicants, new employees, and existing employees who begin to acquire disabilities (think "aging workforce"). In those circumstances, companies will lose the productivity and spirit of employees who struggle to fulfill their responsibilities while masking their needs. Conversely, the productivity of each employee will be maximized by companies that are flexible, that openly value difference, and that respectfully welcome requests for accommodations.
- 6. There are many sources of expertise for determining, selecting and/or procuring any needed accommodations.** Expertise in various job accommodations can be sources through private consultants or staff of non-profit organizations, such as the PEI Council of People with Disabilities. In addition, the Job Accommodation Network ([www.jan.wvu.edu](http://www.jan.wvu.edu)) has a wealth of information on its website and offers free nation-wide consultation through online chat, email, and telephone.

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### A Dream Come True for Colin MacLeod of Murray River, PEI



**Rick Mercer and Colin MacLeod**

"It was a tremendous honor representing both Canada and the province of Prince Edward Island at the 2010 Paralympic Torch Relay. Being among the first to carry the Paralympic Torch in Canada was an opportunity of a lifetime. While in Ottawa, I was able to meet several individuals all whom have inspiring life stories. As an added bonus, I had the pleasure to meet and converse with comedian Rick Mercer, whom also was a part of the Paralympic Torch Relay. Although the walk was short, my time with the torch was filled with clicking camera's, screaming kids and adoring fans, giving me the star status I had only dreamed of as a child."

### New 3-Day Workshop Coming May 10, 12, 13

#### LIFE ROLE ANALYSIS

Do you desire to have a clearer vision or direction for your career or educational goals? Sign up for this new **3-day workshop** to discover what those goals may be by creating a Self-Portrait that looks at these in detail. Call Phyllis Pitre, at PEI COD, at 902-892-9149 ext. 227 to register and for more information. Email [workcoord@peicod.pe.ca](mailto:workcoord@peicod.pe.ca)



*"Life must be understood backwards; but...must be lived forward."* Soren Kierkegaard

Congratulations go out to our Paralympians; Billy Bridges and Mark Arendz of PEI, who attended the Paralympic Games in Vancouver on March 12-21.



# ABILITY NEWS

## CONTACT US

PEI COUNCIL OF PEOPLE WITH DISABILITIES  
WEBSITE: WWW.PEICOD.PE.CA

Charlottetown Office - 5 Lower Malpeque Rd., Unit #2 - Landmark Plaza, Charlottetown, PE C1E 1R4  
Telephone: 902-892-9149 // Toll Free: 1-888-473-4263

Prince County Office - 11 Water St., Summerside, PE C1N 1A2 (Entrance on Heckbert Street)  
Telephone: 902-436-9259

Kings County Office - 2 Crescent Lane, Montague, PE C0A 1R0 (Brudenell Mini Mall)  
Telephone: 902-838-5878

### Hand Control Truck For Sale



1999 GMC Sierra Extended Cab Truck for sale with professionally installed hand controls and steering knob, by Hardy Medical, in excellent condition. The truck has a third door and crew cab to be able to store manual chair and/or walker easily behind the driver's seat. If interested, please call David Pilkington at 902-368-1270 or by email at [dpilking@hotmail.com](mailto:dpilking@hotmail.com)

### Adult Size Transfer Wheelchair For Sale



Invacare Brand large adult transfer wheelchair suitable for larger persons. Pushes easily with large wheels. Reclines for comfortable resting, footrest, head support, deluxe air gel seat to prevent skin abrasions. Excellent condition. If interested, please call David Pilkington at 902-368-1270 or by email at [dpilking@hotmail.com](mailto:dpilking@hotmail.com).

### Brain Injury Association of Canada Accepting Bursary Applications



#### BIAC National Bursary Program 2010

BIAC is now accepting applications for a \$2,000 Bursary to assist students living with an acquired brain injury to pursue educational opportunities in English or French post secondary institution or apprenticeship / trades programs in Canada.

The deadline to submit your application is **April 30th, 2010**. For more detailed information please refer to our website: [www.biac-aclc.ca](http://www.biac-aclc.ca) by clicking on National Bursary Program 2010.

You can mail your application at: Brain Injury Association of Canada, Association canadienne des lésés cérébraux, 155 Queen St, Suite 808, Ottawa, Ontario K1P 6L1 Attn: Harry Zarins, Executive Director.

## DISABILITY ADVISORY COMMITTEES MEETINGS

### EASTERN KINGS

#### Souris Hospital

Main/Level Boardroom at 1:30 pm  
Wednesdays Apr. 21, May 19, June 16

### EAST PRINCE

#### Summerside

Lions Seniors Complex/Brophy St. at 1:30 pm  
Tuesdays Apr. 13, May 11, June 8

### SOUTHERN KINGS

#### Montague

PEI COD Boardroom at 12 noon  
Wednesdays Apr. 28, May 26, June 23

### QUEENS

#### Charlottetown

PEI COD Boardroom at 3 pm  
Wednesdays Apr. 21, May 19, June 16

### WEST PRINCE

#### Alberton

Maplewood Manor at 12:30 pm  
Tuesdays Apr. 20, May 18, June 15