

PEvents

A monthly publication of news and views at Person Industries

September
2008

Volume 11, Issue 9



Roderick Canada, PI Production Manager retiring after 19 years

Production Department Loses Leader

The words of wisdom, the off key singing, the diligence to duty—all embodied in one person ... all retiring with one person. Roderick Canada, PI's production and contract procurement manager for 13 years, retired on August 1st, taking with him all of the above and much more in

the minds of those in the PI family. The questions, "Has anyone heard from Roderick?" or "How's Roderick doing?" were constants around PI. And happily, there was always an answer because someone had always been in touch with him to see how he was progressing in his treatments.

good work habits. He wanted them to be at work, on time, every day. This, he felt, would prepare them to be successful for competitive employment.

In order to be promoted to the position of Production Manager, Roderick honed his people skills, which are key to a production management role. Once that position was secured, however, Roderick continued to deliver the product and not let anything become a hindrance to getting the job done. This approach earned him yet another promotion to Contract Procurement Manager in 1998. This meant that in addition to getting the work out, he was responsible for getting the jobs in that were suitable for the respective levels of functioning of all PI consumers.

This was quite a big job but Roderick tackled it with gusto, literally singing all the way. Yes, his singing, or shall we say, his attempt at singing, was a staple on the production floor. It became a running joke among employees and a welcome dis-

Continued on page 4

April of this year. The award has been named the Jim Boudwin Commitment to Productivity Award and will honor his commitment to work, specifically production on behalf of PI and Implus Corporation.

Continued on page 2

PI Proclaims September 10th "Roderick Canada Day"

To properly send Roderick Canada into retirement, PI will proclaim September 10th "Roderick Canada Day". Staff and employees will have a celebration of our time with Roderick. It will be complete with t-shirts memorializing the day, cake, ice cream, photos and most of all, the stories. The Retirement Reception will be held at 2:00 in the PI break room.

If you know Roderick, please come share in his day.

terms of his old school approach to work and die hard commitment to getting the job done.

Although Roderick's face was not seen much at PI in the last nine months due to his extended sick leave for throat cancer, he was never far from

Roderick joined the PI Staff in May of 1989 after serving as a truck driver in the Production Department. As a truck driver, Roderick had become known as reliable and no-nonsense. He left to make his deliveries on time, returned on time and did everything right in between. He also demonstrated his more than 20 years of experience in the production field. He knew the work and understood the importance of quality and deadlines. With all of that going for him, he was able to obtain the position of Instructor in the VR area of the Production Unit. There he continued to excel, keeping the productivity levels where they needed to be, but also challenging consumers with disabilities to develop

Employee Appreciation Banquet Plans Finalized

Final plans have been made for the 2008 Employee Appreciation Banquet to be held at the Homestead Festival House on Friday, September 19, 2008 from 5:30—8:30 p.m.

This year's banquet will award

employees with outstanding productivity as well as recognize those who have been successfully employed in the community. A special award will be given in memory of Jim Boudwin, a PI friend and co-worker who passed away in

Inside this issue:

Accessibility Plan	2
Telelanguage	2
Personality Festival	2
Up Close at Person	2
Quarterly Safety Address	3
Cultural Diversity	3
Special Olympics	3
Calendar of Events	3

PI Formulates Accessibility Plan for 2009 Fiscal Year

In the July issue of PI Events, the review of accomplishments of the PI Accessibility Plan for Fiscal Year 2007-2008 was published. Since then PI has gathered input from staff, consumers and community members to formulate an Accessibility Plan for fiscal year 2008-2009. Here are some of the highlights:

- Last year a computer lab was set up to provide computer training for program employees at PI. The lab is not being used much due to lack of staff to provide the one-on-one training many people need to learn computers. PI is cur-

rently looking for ways to pay a qualified teacher to provide at least four hours of training per week for interested consumers.

- Some of the consumers served at PI have criminal records, which is a major barrier to employment in Person County. Person Industries will work with the Person County Re-Entry Partnership to help create a more receptive community for people who have paid their debt to society and want to go to work.
- PI wants to make the building more accessible for people who use walkers or wheelchairs by installing automatic doors in strategic locations in the building.
- Program employees, enrolled in skills classes at PI, will learn how to access PATS for

their personal transportation needs.

- The Production Department experienced tremendous loss in contract work when Implus Corporation sent their manufacturing to China. PI is pursuing NISH contracts and recycling as new avenues of contract work for the programs of service.

In addition to these accessibility barriers, PI is continuing to address communication with employees who are deaf, without high school diplomas and other barriers to accessibility.

While the PI Management Team reviews and revises this plan on a fiscal calendar, they are open to hearing about accessibility issues at any time. Please do not hesitate to let them know of issues that concern you.



Doyle Rice works in the PI computer lab. Others could benefit from more one-on-one time in the lab to gain valuable computer skills.



Mary Harris needs help to get into the PI Building due to manual doors. PI's goal is to get automatic doors that will afford consumers more independence.

Employee Banquet Cont.

Like last year, each employee will be given one ticket to enter and one for a guest. In order for the guest ticket to be used, the employee must be present. Tickets will be distributed on September 12th.

Unlike previous years, the doors to the banquet will not open until 5:30 and the banquet will conclude at 8:30 p.m.

PI thanks Implus Corporation for their generous sponsorship.

PI Partners with Telelanguage for More Accessibility

Person Industries has opened an account with Telelanguage, a telephone language interpretation service. Telelanguage offers interpretive services in over 150 languages. North Carolina

DHHS approved the service for state agencies. This service will help PI improve communication with any non-English speaking person seeking assistance or services.

Telelanguage will also fulfill stipulations of Title VI of the 1964 Civil Rights Act, which guarantees that no message will be lost in translation and that all have equal access to services.

Personality Festival Promises All Day Entertainment

If you're looking for a day full of activities for the whole family at a very low cost, please check out the 2008 Personality Festival. The two day festival, sponsored by the Roxboro Area Chamber of Commerce, begins on Friday, September 5th at 5:00 p.m. and runs throughout the day on Saturday, September 6th.

The day will be complete with rides for children and for those not so faint of heart

adults, as well as, entertainment from local song and dance groups. The event will also be educational, offering awareness booths on a variety of subjects. PI will host an awareness booth on recycling.

The event will also feature a performance by the Castaways at the Merritt Commons Plaza.

Up Close At Person



Jody Suitt (left), graciously accepts congrats from Jeff Villines as he is pronounced winner of the two month diet competition.

Congratulations to Jody Suitt, winner of the Co-worker Diet Championship. Jody Suitt, PI Production Manager lost a total of 33 lbs in the two months of the diet competition between himself and Jeff Villines, PI Habilitation Assistant. Jeff, in an admirable showing, lost 20 lbs.

Both are committed to continuing to lose and keep the weight off— that is, right after they take a few days off to enjoy what they gave up for two months. "To the victor belong the spoils"—\$50!

Employees Reminded of Safety During Quarterly Address



Employees pay attention during the August 21st Quarterly Safety Address

Each quarter employees at PI are gathered to hear an address given by PI Director Wanda Rogers on areas of safety and are encouraged to focus on the PI Safety Record. On Thursday, August 21, 2008, PI held such an address and was also

able to celebrate an accident free quarter.

Wanda reminded employees that

no visitors are allowed on the work floor unless accompanied by a staff. They were also reminded that no children could be on the production floor at any time, for any reason. To make sure there is no tripping and falling, employees were reminded to stay in walkways and not to walk on pallets.

During the past month, PI underwent a safety inspection by Person County Government and

the Person County Fire Marshall. The group noted items that PI needed to fix or areas needing improvement. Employees were reminded of these things as well.

To award employees for being safe, door prizes were drawn for each work site that was accident free. Curtis Paylor won the prize for PI Main and Rocio Aguilar won for PI Manufacturing.

Second Wave of Cultural Diversity Training Offered

PI staff will receive the 2nd wave of Cultural Diversity Training on Friday, September 19, 2008. This half day training follows the day long session held on August 23rd for selected staff. Staff who

have attended multiple Cultural Diversity Trainings in previous years will participate in this session.

The training, presented by the

Office of Minority Health out of the state office, will be held at the IT Training Room on Morgan Street from 9:00 to 12:00 noon.

Special Olympics Bocce Practice runs 9/2/08—11/4/08 at Huck Sansbury Soccer Field on Tuesdays from 5:00—6:00 p.m.

Soccer Practice runs 9/4/08—10/30/08 on Thursdays from 5:00—6:30 p.m. at Huck Sansbury Field.

September 2008

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1 Labor Day PI Closed to staff and employees	2 Special Olympic Bocce Practice Begins	3	4 Special Olympic Soccer Practice Begins	5	6 Personality Festival
7	8	9	10 Roderick Canada Day	11	12	13
14	15	16	See details on page 1	18	19 Employee Appreciation Banquet	20
21	22	23	24	25	26	27
28	29	30				
					Cultural Diversity Training See details on pages 1 & 3	

Person Industries

601 N. Madison Blvd.
Roxboro, NC 27573

Phone: 336-599-7571
Fax: 336-597-2834
E-mail:
vwilkerson@personcounty.net



PEOPLE INVESTING IN
PEOPLE

www.personindustries.com

Production Department Loses Leader (cont. from page 1)

traction from a demanding work day.

Roderick also used his deep “philosophical” side to cope with any stressors that occurred during the day. He was inclined to share his humorous philosophical leanings with anyone who would listen. In explaining why he preferred a hands on approach and not work with others, he explained, “partnership is the damnest ship to ever sail”. In explaining why he expected good customer service from those with whom he did business, he explained, “I have a personal motto. I will not beg a man and pay him too.” And despite the common knowledge that he was so thrifty that he always knew exactly how much money he had in his pocket—to the penny, he constantly proclaimed, “I would work even if I did not get paid”. Even so, he looked forward to what we call payday but he called “Exchange Day”.

Roderick did work, rarely missing

days, so much so that when he left work in December of 2007, he had enough sick leave to keep him afloat for well over a year. On his retirement day, he stands with a maximum allowable amount of vacation time, still a great deal of sick time available and was continuing to accrue.

Second to work, Roderick’s great love was golf. He played at every opportunity and raised the knowledge of golf above where it ordinarily would be at PI. So now that he has officially retired, his golf game can become love #1.

At present, Roderick is doing well. He is able to play golf on a regular basis and travel. He is keeping up with friends and family, who like him have health concerns.

We love and miss you Roderick and wish you great health and a greater retirement.

Quotes and Quotables

In preparing this story, I asked for a “few comments” from staff and employees about Roderick and what PI will be without him. The response was so overwhelming that I was only able to give a sampling. Here’s some of what they had to say ...

“He was a good man. I respected him and felt that I could have learned a lot from him.” — **Tommy Poteat, PI Production Employee**

“I was praying that he would come back.” **Sis Phelps—PI Production Employee**

“Roderick treated people equally. Whether they were black or white, he went directly to the person to tell them if they were doing something wrong. I was hoping he would come back.” — **Alease Clayton, PI Production Employee**

“I enjoyed working with Roderick. He was stern and ensured everybody worked while on the floor. PI will be without a song...” — **Lorri Barnett, PI Job Coach**

“I don’t like him not coming back. I’ll miss him”. — **Patsy Purcell, PI Consumer**

“Roderick embodied the true meaning of good work ethics. He was committed and loyal to his job at all times. I will truly miss him.” — **Wanda Rogers, PI Director**

I think he was a good man and a good supervisor.” — **Sharon Winstead, PI Consumer**

“... He was a master at keeping work moving in the building and then out again...good ole “old school” industry mentality. I could always go to him to get an amazingly accurate read on an employee and what to watch for. As many hours as he put in and as dedicated as he was to his job, he deserves to have many leisurely days and much time to enjoy them.” — **Lisa Jeffreys, PI SE Coordinator**



“I always knew when Roderick was having a good day...he’d burst into song! Our employees love him. Often times I would hear a roar of laughter from them because of a song he sang or a joke he told.” — **Sarah Reid, PI Job Coach**

“It was interesting working with Roderick. He tried to act tough, but he really has a heart of gold...” — **Yvette Farmer, Payroll Technician**



“I hope he gets to play a lot of golf!” — **Judith Casseday, PI Evaluator**

“PI will miss Roderick and his unique “words of wisdom”.” — **Carolyn Walters, PI Admin Support Assistant**

“Sometimes when I am covering his position, I see myself standing back and looking to make sure everybody is working just the way he used to.” — **Dana Drumwright, ADVP Coordinator**

“Roderick was aware that being successful at production work was simple: You can’t go wrong if you show up every day and on time, stay focused on your work, and don’t spend a whole lot of time talking... As committed to his job responsibilities as Roderick was when he was here, I think I can say with absolute certainty that he will be able to apply that same level of commitment to his golf game. I wish him the absolute best in retirement.” — **Vernon Dowdall, PI Work Adjustment Coordinator**