



Living Alternatives  
For the  
Developmentally  
Disabled

300 Whitney St., Dowagiac, MI 49047-1673 | 269-782-0654

April 24, 2020

Dear LADD Employees,

I wanted to say again “Thank You” to all of our front-line Direct Service Workers for your loyalty and commitment to the most vulnerable people in our communities. You continue to amaze me with your perseverance and dedication during these challenging times. I want to recognize and applaud you for the invaluable services that you perform every day. LADD has continually worked with Michigan Assisted Living Association to advocate for an increase in funding to support a Direct Care Wage Increase from the State of Michigan.

Your efforts are not going unnoticed. As many of you may have heard, Governor Gretchen Whitmer today announced a temporary pay raise for direct care workers providing Medicaid-funded in-home behavioral health and long-term care services for children and adults during the COVID-19 pandemic.

As soon as LADD receives this funding, we will ensure it is passed directly onto all front-line direct care service workers for the specified time frames as outlined by the State of Michigan. We are pleased that the Governor heard our advocacy efforts, and agreed to find the funding for this temporary increase.

The Governor of the State of Michigan sent a special message to Direct Care Workers across the state. Please see the LADD website/Our Announcements/LADD News section to view the video. You may also watch the video on LADD’s Facebook page, or you can search us on Instagram @ laddinc1978. You may also view the video on You Tube by searching A Tribute from Governor Whitmer to Direct Care Workers.

Today a new Executive Order 2020-59 was issued extending the stay at home order until May 15, 2020. As you are aware from previous memos, this executive order exempts businesses like ours and workers like you who provide food, shelter, and necessary services for persons with disabilities. The State of Michigan has ordered that our work continues through this difficult and challenging period.

The State of Michigan has declared that individuals whose work is “necessary to sustain or protect life” shall continue working. Our fundamental mission is to sustain and protect life. We are obligated to provide supervision and protection of individuals with disabilities 24 hours a day, seven days a week. Your work is crucial because you protect life.

The Executive Order defines you as a “critical infrastructure worker.” Critical infrastructure workers include “workers in health care and public health” as well as individuals who work for any business that provides “food, shelter and other necessities of life” for people with disabilities. The travel ban does not apply to you when you go back and forth from your employment with us. This Executive Order states that you do not need to carry a letter with you when you travel to and from work.

Executive Order 2020-59 requires all businesses and operations whose workers perform in-person work must, at a minimum, provide non-medical grade face coverings to their workers effective on April 26, 2020, at 11:59 pm. LADD had already started collecting and distributing fabric face mask that can be washed and reused for our employees, and the people that we support. We continue to accept donations, and have a shipment of fabric mask that is scheduled to arrive this week. All employees should have a face-covering effective April 26, 2020, at 11:59 pm.

We are asking all employees to help stop the spread of COVID-19 by wearing your mask or face covering when providing Personal Care and you are unable to follow the social distance requirements (Within 6 feet for more than 2 minutes). We want to remind all employees to wash your hands upon arrival to your shift, follow all cleaning protocols, and help to hold each other accountable by following all proper procedures when utilizing Personal Protective Equipment.

Together We Make the Difference!

Thank you,

*Julia Jeffreys*

**Julia Jeffreys**  
Executive Director  
LADD Inc.