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# THE ADVOCATES' VOICE

Calling for Justice, Respect and Quality of Life

Fall 2015

## New York City and QCDD

### Celebrate the 25<sup>th</sup> Anniversary of the ADA

On July 12, QCDD members, families, friends, and supporters, joined thousands of individuals with disabilities and disability advocates, in Manhattan's Iron District, for New York City's first every Disability Parade. The parade kicked off a month-long celebration commemorating the 25<sup>th</sup> Anniversary of the passage of the American's with Disabilities Acts back in 1990.

The streets around Madison Square Park were filled with signs such as "Access means more business;" "I'm not disabled, I'm differently abled;" "These wheels are my legs;" People who used wheelchairs rolled, some people walked with their assistance animals and others walked carrying banners or wearing tee shirts with agency logos or slogans.



The parade featured speakers, musicians and entertainer's lead by New York City Mayor Bill de Blasio, as well as Grand Marshall Former U.S. Senator Tom Harkin, from Iowa, who was the primary sponsor of the American with Disabilities Act was on hand at the event as the Grand Marshall. "I may be retired from the Senate, but I'm not retired from the fight," Harkin said. "We know that when companies hire people with disabilities they get the best workers, the most loyal workers, the most productive workers."

Some of the other events that was part of the month-long celebration included a museum exhibit on NYC's Disabilities Rights Movement titled, "Gaining Access: The New York City Disability Rights Movement," at the Brooklyn Historical Society. The City University of New York also hosted a series of lectures, discussion and events focused on key issues related to disability—including employment, women's health, technology, dance, film and community engagement.

On July 2, 2015, NYC Mayor Bill de Blasio, joined by Victor Calise, Commissioner of the Mayor's Office for People with Disabilities, issued a proclamation declaring July as "Disability Pride Month."

## What is the Queens Council on Developmental Disabilities and Why Should You Get Involved?

*From the desk of Lisa Veglia, Chairperson of the QCDD*

The QCDD is an organization of individuals, parents, family members, self-advocates, and representatives of agencies that serve individuals with developmental disabilities. Most importantly, we are all advocates. We are a voice for positive change and inspiration for all individuals with developmental disabilities, especially for those in our own community here in Queens.

The Council leadership is constantly working to develop new strategies to keep pace with the rapid changes occurring in our service delivery system in order to ensure that the individuals we serve and their families have the information needed to make effective choices for their current and future lives. We continue to sustain partnerships among individuals, families, service provider agencies, and governmental entities.

The Queens Council on Developmental Disabilities serves children and adults with a diagnosis of a wide range of developmental disabilities, which include, but are not limited to, intellectual challenges, cerebral palsy, autism, epilepsy, neurological impairments and learning disabilities. We are dedicated to assisting and working with their families, caregivers, and loved ones.

We meet the first Monday of each month, from 9:30-11:30am at Queens Borough Hall on Queens Boulevard. I strongly urge you to attend our meetings, and visit our website for updates. You will learn about available programs and meet representatives from provider agencies. You will also find out how legislation may impact you and your loved ones' lives, as well as how you can be an effective advocate.

We frequently have guest speakers who bring your attention to current matters. Representatives from OPWDD, NYC Department of Health and Mental Hygiene, and other governmental entities regularly attend and provide much clarity to the evolving changes to services. When you sign-in at meetings, you will be added to our mailing list so that you will be informed about the special events we hold throughout the year.

Our floor is open and your questions are important to us. The Council meetings provide a friendly, supportive environment in which you may ask questions of individuals or providers.

But don't just take my word for it – here are some comments attending parents have to say:

*"I come to the Queens Council on Developmental Disabilities monthly meetings to get information, find out what's new and what is going on."*

-Prudence Robinson, parent

*"Before coming to the meetings I did not know what was out there to help my daughter. I get a lot of information at the meetings."*

-Elizabeth Siahaan, parent

*"[I attend because] I would like to learn how I can help my son and find different options for him."*

-Silvia Giraldo, parent

Learn more about the QCDD by going to our website: [www.qcddny.org](http://www.qcddny.org). Like us on Facebook. Please see the last page of this newsletter for upcoming Council and Committee dates as well as special events.

*We look forward to seeing you!*



## INCREASE WAGES FOR FAST FOOD WORKERS? YES, BUT DON'T FORGET THOSE WHO SERVE PEOPLE WITH DISABILITIES

By Charles Houston

Governor Cuomo has established a Wage Board within the N.Y. State Dept. of Labor to consider raising wages of workers in the fast food industry to \$15.00 per hour. Hearings held by the Wage Board have included compelling testimony from fast food workers about how difficult it is to survive on the earnings typical of that industry.

As Executive Director of Queens Centers for Progress (QCP), a non-profit providing a comprehensive range of services to children and adults with developmental disabilities for 65 years, I have first-hand knowledge of another group of people whose earnings make it difficult-to-impossible to make ends meet: our direct care staff. More than 400 of QCP's 600 staff have direct, hands-on responsibilities for the people we serve. They dress, feed, bathe, toilet and provide daily care to people with significant disabling conditions. As part of their jobs they must go through background checks and extensive training. There are thousands of similar staff doing similar work across New York State.

The salaries we are able to pay staff are determined, and limited, by the operating rates available through our government funding sources, primarily Medicaid. We cannot raise the price of a product or service to generate more income. Our starting salaries for direct care staff are several dollars per hour less than the \$15.00 target being discussed for fast food workers.

We already have difficulty filling direct care openings, and these positions turn over at a high rate. Many staff who find this work rewarding are forced to choose other jobs for purely economic reasons, thereby depriving the people in our programs, who have come to know and depend on them, a familiar, caring presence. Increasing the wages of fast food workers alone to \$15.00 would only make this situation worse.

However deserved it may be, a significant increase in wages for fast food workers, while ignoring other hard-working but low-paid employees in the developmental disabilities field, would have a terribly negative impact on services to some of New York State's most vulnerable citizens. It would increase the likelihood that someone considering a direct care job would not take it in the first place. It would increase the likelihood that existing staff would leave their job for a fast food position because the wage difference was too great to ignore. It would truly be a case of unintended consequences, where something done in a desire to help one group of people would make matters worse for others. This is not sound public policy.



\*this letter to the editor was printed in the July 23, 2015 Times Newsweekly

## Crisis In 4410 Preschool Programs in the State of NY

By Dianne Catrano & Carol Verdi from Heartshare

After years of advocacy and most recently, an organized effort with support from the NYS Education Department for a 3.1% increase, the Governor's Division of Budget only approved a 2% increase for 4410 Special Education Preschool Programs for the 2015/16 school year. After six years with no increases, and some schools being forced to close after making all possible cuts, the 2 % is not likely to ensure financial stability for our programs. Preschools will continue to close.

The lack of 4410 Preschool funding will have a serious adverse effect on children ages three to five years old who have diagnoses of various disabilities and who attend preschool programs under New York State Department of Education Law Section 4410. These preschools are provided by private agencies that are contracted by the NYC Dept. of Education to meet the needs of these students. Preschoolers with special needs are **public school children** referred by their local school districts to attend 4410 preschool programs.

Here is the problem: For the past six years our Early Childhood Centers in the State of New York have received no increase to the budget from the NYS Education Department. This year a 3.1% increase was recommended by the Department of Education; but only 2% was approved. Many staff have not received any pay increases in years.

In addition to self-contained small classes for preschoolers with special needs, 4410 preschools provided classes in integrated settings. Students with and without disabilities are paired in the same learning environment to maximize their educational potential. In these classrooms, a certified "General Education" teacher and a certified "Special Education" teacher work side by side. In its push for "Pre-K for All", the NYC DOE offers a minimum pay scale of \$50,000 for their UPK teachers plus a sign-on bonus for both new and returning teachers in the sums of \$2,500 and \$3,500 respectively. The teachers in 4410 programs are being recruited by the DOE and offered salaries that 4410 programs cannot offer. Additionally, how can we justify paying one teacher an increase plus a bonus while the other receives no increase at all in the integrated classrooms?

The same kind of situation pertains to teacher assistants in 4410 preschools. They are fully NYS certified in Levels I, II and III and earn as a starting salary as low as \$8.75 per hour. This will increase to \$9.00 per hour in January when the minimum wage goes up; however, these same teacher assistants can earn between \$14 and \$17 per hour in the NYCDOE.

How can 4410 programs expect to retain essential staffing? The situation is ethically untenable! We have worked in the field of Special Education for the past 40 years and are currently administrators of a preschool run by a contracted agency. We already know that many of our 4410 teachers have resigned their positions to take jobs with the New York City Department of Education. In our program alone, we have five teacher vacancies, a 40% vacancy rate for September, 2015. These teachers have expressed that they would have preferred to remain. They know that their work is so important but they also know that they need to financially make ends meet.

Parents have testified how Early Childhood Programs have helped their children in so many ways. Some children progress so well that they are able to attend regular kindergarten classes. Many 4410 programs have already had to close their doors. What will happen if this problem is not rectified? What can you do?

Get involved! In the upcoming months providers will be working with our families and trade associations like IAC to strategize our approach for next year's 2016/17 budget. We will ask you to help by urging your legislators to ask the Governor to approve a rate increase in the State budget for 4410 Preschool programs.

Please be ready to assist us by writing, emailing and calling your elected officials. Specific details to follow.

**ELECTION DAY is TUESDAY, NOVEMBER 3, 2015**

**DON'T FORGET TO VOTE**

## A Reflection: From DSP to Social Work Intern What I've learned Along the Way

By Tiphannie McDonald

As a Direct Support Professional (DSP) for over seven years I often felt that I was the best at assisting the individuals I served in helping to reach their goals and dreams. I was somewhat naïve about the systems, transformation and challenges facing the field of developmental disabilities. Although my supervisors and managers did their best to explain things like Rate Rationalization and the impending shift to managed care, I often left staff meetings feeling more anxious than anything else. Anxious because I could not explain how changes were impacting the day hab to parents during ISP meetings or even share information with individuals during the YAI Bayside Day Hab Self Advocacy meetings. I also experienced how limited knowledge affected staff morale. Knowing that changes were coming and not understanding why or how created a sense of uncertainty, insecurity, and frustration.

Over the last year I have attended both Manhattan and Queens Disability Council meetings as an administrative social work intern. The meetings were overwhelming at first with all the acronyms, services and various committee updates but the knowledge about the systems that govern our work, other programs, challenges and success have been a force in shaping my once one dimensional view the field. It has empowered me to do research, challenged me to think outside of the DSP mind frame and prepared me to “think like a manager” as my supervisor would say.

So, what now? As we continue to navigate this transformational time I propose that staff and self advocates attend the council meetings. Having a well informed workforce and creating an opportunity for individuals to attend council meetings is beneficial for all. Knowledge is power. It expands the possibilities of choice. As we continue to push the boundaries of inclusion now is a good a time for staff and self advocates to use the council to their

## Thank You to our DSP's

Mr. Thomas McAlvanah, Executive Director AABR, Inc.

Each year, the week of September 13<sup>th</sup> through September 19<sup>th</sup> is celebrated as Direct Support Professionals Week! They are a phenomenal group of staff who give their all every day.

For the nearly 100,000 DSPs across New York State and throughout our nation, parents, families, self-advocate and organizations have an opportunity to say thank you and recognize those who give more than their time when they come to work. These folks are the soul of this great movement, one that began as a quest for civil rights for those with developmental disabilities and has continued for over 40 years as cause for all individuals to secure the most integrated settings where they learn, live, find employment and activities that they choose and live their lives with purpose and fulfillment. One of the keys to the successes we've had is the gentle support, guidance and care expressed every day by these great people who provide guidance, hope and a helping hand. Our DSPs are everyday heroes who come to work because they know they make a difference.

All agencies in the field of OPWDD have a variety of celebrations this week at their facilities. It is an opportunity for management and clinical staff to show their appreciation. They know they are blessed to be working alongside some of the best people who share their talents and gifts with the folks we are privilege to serve.

We at QCDD thank our great DSPs for their work, their compassion and for being there every day. They make us proud.

## Ten Planning Essentials as Your Developmentally Disabled Child Turns 18

- Register with OPWDD (formerly OMRDD). ....
- Prepare and implement a transition plan (appropriate measurable postsecondary goals) for your child to make a successful transition to life after school (training, education, employment, and independent living skills). Transition services must be included in the first IEP in effect when a child turns 16.
- Have no more than \$2,000 in child's name (i.e., UTMA accounts). No 529 accounts.
- Apply for Guardianship to be effective at 18 (begin paperwork at 17½).
- Apply for SSI at 18 (easy if registered with OPWDD and less than \$2,000).
- Obtain Medicaid (automatic with SSI)—mandatory for your child to receive a Medicaid Service Coordinator, Acces-VR (vocational services) and group home eligibility for their entire lifetime. The Medicaid Service Coordinator is your “access to agencies” and will obtain Medicaid Waivers, when necessary.
- Have your child placed at no cost on your private health insurance (before he/she is 26)—this way, you will not have to pay COBRA costs.
- Consult with an Estate Planning attorney for creation of a Supplemental Needs Trust (SNT) appropriate for your family's situation. The SNT will provide for your child and ensure that your child will remain eligible for governmental entitlements (third party SNT—inter vivos or testamentary and first party SNT).
- Prepare a Letter of Intent for your child—your outline of your hopes and desires for your child. This is your opportunity to provide future guardians and trustees a unique “Road Map” that will guide them in understanding your child. Update your Letter of Intent every year and place this in the Notebook, described below. Keep a Notebook with all relevant information for your child in one place (i.e., health information, emergency contacts, social security card, IEP, OPWDD acceptance, etc.). Let everyone know where your child's Notebook is kept. The Notebook and your Letter of Intent will help maintain the quality and consistency of your child's care for his or her lifetime.
- Obtain a NYS non-driver's ID (at 16); if male, register for the draft—your son will not serve, but he must register (at 18) and register your child to vote.

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**Submitted by Jim Karpe**

**Visit the NYV Mayor's Office for People with Disabilities  
at [www.nyc.gov/mopd](http://www.nyc.gov/mopd)**

# Managing Stress

By: Mr. Gnanendra Sinha, LMSW, ACSW, Fellow of American Institute of Stress  
Director of Social Services, AABR, Inc.

Stress was first scientifically defined by a pioneer in the field studying this phenomenon, Dr. Hans Selye, as “the non-specific response of the body to any demand for change”. Stress is difficult to define because it is an individualized circumstance and response. It is personalized and what may be stressful to you may not be stressful to someone else. It depends upon how each one of us perceives a given situation and how we respond to it. Stress can also be good and is called eustress. Actually if you spell “stressed” backwards, you get it as “desserts”. Isn’t that amazing? Job stress is a major cause of stress.

Some strategies for preventing stress could be exercising away your tension by stretch exercises, yoga, aerobic exercise, tennis, jogging, walking, biking, etc. It is a good idea to wear a fitness watch or device on your wrist that measures how many steps you walk and not going to sleep unless you have met your target for the day.

The recommended plan is 10,000 steps a day but you can choose a target that suits you. The beauty lies in following it. You can also download an application on your cell phone for this purpose (Type in ‘Download free pedometer’). Another strategy could be to manage your time better. A simple plan is to take 5 minutes in the morning and create a “To Do” list, keeping it achievable and realistic. Once you do that, you can plan your day to achieve those tasks by putting a lot of hard work and enthusiasm in to it. As Thomas Alva Edison said” success is 99% perspiration and 1% inspiration”. Eating right by combining high amount of lean proteins, fruits and vegetables is of immense help. Try to add on a good quality multivitamin as your daily food intake may not be meeting the daily needs of different vitamins and minerals. Take one day at a time and enjoy each moment. Keep smiling and laughing. Remember the old saying that laughter is the best medicine.

Some techniques to relieve stress include meditation, relaxation exercise, a positive outlook at life, surrounding yourself with positive people, a restful sleep, learning to unwind, having a friend with whom you can talk about your stress and who is willing to listen to you, taking a relaxation break or walking, deep breathing, expressing yourself by being assertive and expressing your feelings, reflecting on a situation and selecting the best alternative, prayer, yoga, closing your eyes and remembering the beautiful vacation you had, spending more time in nature, enjoying each day, sunrise, sunset, wind, using aromatherapy, enjoying the food instead of just gulping it, music, getting a massage, doing something that you like, gardening, playing with pets, surrounding yourself with kids, watching a comedy, laughter, etc.

Effects of stress are very damaging, both to body and mind and include anxiety, anger, resentment, frustration, depression, hypertension, ulcer, insomnia, cardiovascular problems, heart attack, stroke, shoulder pain, neck pain, back pain, restlessness, alcohol and drug abuse, crying for no apparent reason, loss of appetite or overeating, inability to feel pleasure, high cholesterol, headache, migraine, panic attack, tremors, sweating, dry mouth, constipation, frequent urination, little interest in appearance, etc.

VISIT [WWW.QCDDNY.ORG](http://WWW.QCDDNY.ORG)  
FOR UP-TO-DATE INFORMATION

## Queens Centers for Progress Day Hab Tennis Program



This year 24 individuals signed up for and had a chance to play tennis, with 12-16 individuals playing each week from September through June. With the help of **Tennis Pro, Brett Nisenson**, each individual had an opportunity to work on increasing his/her skills in the following areas: Racquet handling, stroke formation, footwork and movement skills, ball tracking, point production and keeping score.

## Get Involved QCDD Sub Committees

### Medicaid Service Coordination Sub-Committee:

Karline Dambreville, AABR (P) 718-321-3800 x229 (E) kdambreville@aabr.org  
Toni Cassara Martinez, YAI (P) 212-273-6609 (E) toni.martinez@yai.org

Jessica Paravalos, (P) 347-287-7107 (E) mintjoy@juno.com

### Children's Sub-Committee:

Dianne Catrano, Heartshare (P) 718-441-5333 x1401 (E) dianne.catrano@heartshare.org  
Johanna Arteaga, QSAC (P) 718-728-8476 x1317 (E) jarteaga@qsac.com  
Nina Roberto, Parent (P) 718-846-6606 (E) nroberto@praderwilli.org

### Adult Transition Services Sub-Committee:

Josephine Davide, QCP (P) 718-380-3000 x363 (E) jdavide@queenscp.org  
Wendy Schoenfeld, Lifespire (P) 212-741-0100 x4575 (E) wschoenfeld@lifespire.org  
Kerbanoo D'Rozario, Parent (P) 917-371-4441 (E) artychef@aol.com

### Family & Community Support Sub-Committee:

June Solomon, PSCH (P) 718-559-0547 (E) june.solomon@psch.org  
Gnanendra Sinha, AABR (P) 718-321-3800 x245 (E) gsinha@aabr.org  
Dorothy Wohl, Shield Institute (P) 718-939-8700 x1242 (E) dwohl@shield.org  
Margaret McPherson (E) firstimpressions@nyc.rr.com

### Public Information / Legislative Sub-Committee:

Jim Karpe, Parent (P) 516-655-2713 (E) karpe.jim@gmail.com  
Eric Fenton, Shield Institute (P) 718-269-2042 (E) efenton@shield.org  
Beverly Berger, Parent, (718) 224-4066 (E) (sheller@anibic.org)  
Lisa Severino, Self-Advocacy, NYS (P) 347-613-0808 (E) sevnycadvocate@yahoo.com  
Pat Barrientos, QSAC (P) 212-244-5560 x2015 (E) pbarrientos@qsac.com

### Residential Sub-Committee:

Brien Cummings, YAI/NIPD (P) 212-273-6100 x2528 (E) brien.cummings@yai.org  
Linda Renyi, Life's WORC (P) 516-741-9000 x271 (E) lrenyi@lifesworc.org



**IMPORTANT QCDD EVENTS!**

Annual Family Support Conference  
 October 30, 2015  
 Flushing Sheraton Hotel  
 135-20 39th Avenue, Flushing NY  
 8:30AM—4:00PM

November 5, 2015  
 Strategies for the Future:  
 Supporting Complex Needs  
 Empire State Plaza Convention Center  
 Albany, NY  
 8:00AM to 4:30PM

March 4, 2016  
 QCDD Legislative Breakfast  
 Queens College  
 8:30am-11:00am

April 19, 2016  
 Celebration of Success  
 Queens Center for Progress  
 81-15 164th Street, Jamaica, NY  
 6:00PM-8:00PM  
 718-380-3000

**QCDD Full Council Meeting Dates**

(All meetings Monday's at 9:30am-11:30am)

Queens Borough Hall,  
 120-55 Queens Blvd, Kew Gardens, Room 213  
 (718) 286-3000

11/02/2015 02/01/2016  
 12/07/2015 03/07/2016  
 01/4/2016 04/04/2016

**QCDD Full Council Meetings (Alternate Locations)**

\*05/02/2016  
 Bernard Fineson DDRO  
 80-45 Winchester Blvd, Queens Village

\*06/02/2016  
 DOHMH  
 42-09 28th Street, 17th Floor, Long Island City

**QCDD Committee Meetings 2015/2016**

Date	Time	Committee	Location	Phone #
November:	11/18 9:30AM	Adult Transition	Heaven's Hands, 69-21 164th St., Suite 10, Flushing, NY	718-788-5252
	11/19 9:30AM	Children's	QCP, 81-15 164th St., 3rd Floor, Jamaica, NY 11432	718-374-0002
	11/20 9:30AM	Family & Community Support	St. Pascal's/ AABR, 1508 College Point Blvd, College Point, NY	718-321-3800
December:	12/10 10:00AM	MSC	Bernard Fineson DDRO, 80-45 Winchester Blvd, Queens Village, NY	718-217-4242
January:	1/20 9:30AM	Adult Transition	YAI, 211-11 Northern Blvd, Bayside, NY	718-279-4004
	1/21 9:30AM	Children's	QSAC Preschool 245-37 60 <sup>th</sup> Avenue, Douglaston, NY	718-728-8476 ext. 1500
	1/27 9:30AM	Residential	YAI, <b>Hollis Hills IRA</b> , 82-24 209 <sup>th</sup> Street, Hollis Hills, NY	516-978-8945
February:	2/4 10:00AM	MSC	Bernard Fineson DDRO, 80-45 Winchester Blvd, Queens Village, NY	718-217-4242
	2/11 10:00AM	Family & Community Support	***** <b>PLEASE CHECK WEBSITE FOR LOCATION</b> *****	
March:	3/16 9:30AM	Adult Transition	PSCH – Astoria, 19-04 49 <sup>th</sup> Street Astoria, NY	718-278-8080
	3/17 9:30AM	Children's	QSAC Preschool 245-37 60 <sup>th</sup> Avenue, Douglaston, NY	718-728-8476 ext. 1500
April:	4/7 10:00AM	MSC	Bernard Fineson DDRO, 80-45 Winchester Blvd, Queens Village, NY	718-217-4242
	4/20 9:30AM	Adult Transition & Children's	AABR – St. Pascal's, 112-33 199 <sup>th</sup> St., St. Albans, NY	718-776-3900
	4/27 9:30AM	Residential	YAI, <b>Hollis Hills IRA</b> , 82-24 209 <sup>th</sup> Street, Hollis Hills, NY	516-978-8945
May:	5/12 10:00AM	Family & Community Support	***** <b>PLEASE CHECK WEBSITE FOR LOCATION</b> *****	
	5/18 9:30AM	Adult Transition	QCP – Bellerose, 249-16 Grand Central Pkwy, Bellerose, NY	718-217-4242
	5/19 9:30AM	Children's Committee	***** <b>PLEASE CHECK WEBSITE FOR LOCATION</b> *****	
June:	6/2 10:00AM	MSC	Bernard Fineson DDRO, 80-45 Winchester Blvd, Queens Village, NY	718-217-4242
	TBD 9:30AM	Adult Transition Luncheon	***** <b>PLEASE CHECK WEBSITE FOR UPDATE INFORMATION &amp; LOCATION</b> *****	

## Important Numbers

### Developmental Disabilities Regional Offices (DDROs)

#### Region 4 NYC & Metropolitan Area

**Queens:** 718-217-5890 **Manhattan:** 646-766-3222

**Brooklyn:** 718-642-6000 **Bronx:** 718-430-0885 **Staten Island:** 718-983-5233

**Queens Front Door:** 718-217-6485

#### Area Developmental Disabilities Council's

Brooklyn Developmental Disabilities Council (718) 642-6000

Bronx Developmental Disabilities Council (718) 231-7711

Manhattan Developmental Disabilities Council (212) 799-2042

Staten Island (718) 983-5200

### FREE Psychological & Psychosocial Evaluations in Queens for Individuals without Medicaid:

*Appropriate evaluations are needed to determine eligibility for OPWDD services.*

**General Human Outreach:** (718) 307-6563

**Lifespire**, Kimberly Reynolds: (718) 454-6940 ext. 246

**New York State Institute on Disability:** (718) 494-6457

**PSCH:** (718) 777-5243

**QSAC**, Dr. Kristen DuMoulin: (718) 728-8476 ext 1517 [KDuMoulin@qsac.com](mailto:KDuMoulin@qsac.com)

**YAI-LINK:** (212) 273-6182

Queens Council on Developmental Disabilities

c/o Lisa Veglia, Chair

Deputy Executive Director

QSAC, Inc.

253 West 35th Street, 16th Floor

New York, New York 10001

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**ELECTION DAY is TUESDAY, NOVEMBER 3**

**DON'T FORGET TO VOTE**