



2017 Joslin Outstanding Performer Nomination Form

Deadline: Thursday, May 18, 2017

NOMINATING AGENCY: Fedcap Rehabilitation Services, Inc.

Chief Executive Officer: Christine McMahon

Address: 633 Third Avenue 6th Floor

City, State & Zip: New York, NY 10017

Nomination prepared by: David Biederman

Contact email and phone: dbiederman@fedcap.org 212-727-4236

Authorized by (please sign): *David Biederman*

NOMINEE: Michael Williams

Responsible Individual: Self

(i.e., self, legal guardian or other personal representative)

Nominee's Address: 318 E. 126th Street #1C

City, State & Zip: New York, NY 10035

Current Job Title: Custodial Foreman

Contract(s) Assignment(s): MTA/130 Livingston

Nominee (or Responsible Individual) Signature: *Michael Williams*

YES! Please put my address on the mailing list to receive NYSID's Joslin booklet each

year. YES! I am interested in participating with NYSID in future Joslin Award publicity/advocacy.

EMPLOYMENT DATA (REQUIRED):

• Level/significance of disability: Significant; right hemiparesis; stroke victim;
history of schizophrenia, substance abuse

• Source of referral (e.g., ACCES-VR, OMRDD, etc.) if applicable: VESID

• Hours worked and wages during the past 12 months: 2,143.75 hours worked/
\$58,281.25 gross earnings

• Number of years employed on NYSID contracts: 15 Years

• Overall employment goal: Excellence, Improvement and Advancement

OUTSTANDING PERFORMER INTERVIEW (REQUIRED):

- "I like my job because..." it makes me feel like I am representing a greater cause for people with barriers

- "My paycheck helps me to..." realize that hard work pays the way to a better future.

- "Being nominated for this award makes me feel..." that I have accomplished something to show the world that nothing can stop you if you want to succeed.

- "If I didn't have this job, I would be..." in a program or church to get help to do better for myself.

- "My dream job would be..." to help other people with physical challenges around the world.

OUTSTANDING PERFORMER NARRATIVE (REQUIRED):

"Why does this individual merit the Joslin Award?"

Please attach a written account of how your 2017 nominee is an Outstanding Performer through NYSID Preferred Source employment.

A compelling narrative should fully describe how the nominee meets the Joslin Awards criteria.

Refer to Nomination Guidelines, page 3, for complete details, or NYSID's website.

NOMINATION CHECKLIST:

Required nomination materials:

- Signed Nomination Form with Interview
- Narrative detailing how the nominee is a Joslin Outstanding Performer.
- Photograph: employee "head shot" portrait; optional at-work photo encouraged.

Please photograph your nominee in a neutral setting for the Outstanding Performer yearbook.

Example:



PHOTO MUST BE IN HIGH RESOLUTION 300 dpi ELECTRONIC FORMAT.
35mm photo print also accepted.

Please contact Jennifer Lawrence with any questions regarding nomination requirements and supporting materials:

jlawrence@nysid.org
800-221-5994, ext. 225

DEADLINE:

Thursday, May 18, 2017

Email completed nomination to: jlawrence@nysid.org

or mail to:

Joslin Awards Committee
c/o NYSID, 11 Columbia Circle Drive, Albany, NY 12203

MICHAEL WILLIAMS – AN OUTSTANDING PERFORMER!

Marble floors scratch easily. They're expensive, and hard to maintain, explains Michael Williams; to make them shine requires crystallization, a process that involves spraying acid-based liquid onto the marble and buffing it in with steel wool under a weighted floor machine. The steel wool generates heat through abrasion, and creates a new surface on the stone. If not done right moisture gets trapped in the stone, causing damage.

"Crystallization is a fairly new process," Michael gushed. "It protects the floor for 20 years."

Michael's enthusiasm about crystallization, and every aspect of his job, speaks to a passion and commitment that has earned him a nomination for the 2017 Joslin Outstanding Performer award.

Michael has been employed as a custodian by Fedcap since 2002, primarily at 130 Livingston Street, headquarters of MTA New York City Transit. In October, 2016 Michael was promoted to foreman, fulfilling a goal he set for himself 15 years ago. As foreman, he oversees a crew of 12 employees, ensuring that all work meets quality and safety standards, and contractual requirements.

Michael was born in New York City and raised in a close family. He worked in construction maintenance until a car accident in 1982 left him fully paralyzed on his right side. Michael doesn't remember the accident; he went through the windshield and was in a coma for six months. At first, Michael could not accept the reality of his disabilities. He hated having to be cared for, hated collapsing onto the floor every time he tried to stand. After a period of strenuous rehabilitation, Michael regained some motion in his fingers, and learned to walk with difficulty.

The accident triggered a long downward spiral for Michael. He was angry, resenting the way others regarded him as a cripple. Cutting off contact with his friends Michael isolated himself at home. He struggled with drugs and alcohol, and spent several years in prison after being charged with robbery.

Finally, with the love and support of his family, Michael let go of the anger that had kept him down for so long. "It still hurts, the way people look at me as a cripple, but I still had a life and I was not going to be held down," he said.

After a series of low-paying, short-term jobs Michael was referred by VESID to Fedcap's custodial training program. He began working for Fedcap in 2002, and it wasn't long before he was recognized as a hard worker, always willing to go the extra mile. Slowly but surely, Michael gained confidence. He gradually returned to the outgoing and ebullient person he was before the accident, and became an upbeat, positive presence in the workplace.

Working for Fedcap under a NYSID contract has had a profoundly positive impact on Michael's life. He isn't looking for handouts – Michael insists that his work speak for itself. He is driven to prove to the world that people with disabilities can perform their jobs as well or better than those without disabilities. The difference is attitude and effort. It is a great feeling for Michael to be recognized by NYSID for his outstanding work- "it gives me goosebumps," he said.

Michael is a role model, setting an example for his crew through his work ethic, team spirit, and commitment to excellence in completing every task. He has taken the initiative to attend American Sign Language classes, to better communicate with deaf crew members. The crew has become like family, always willing to help each other out.

“Working for Fedcap has given me extreme confidence. Whatever obstacles the world throws at me, I feel like I have no limitations at all,” he said.

Night Shift Supervisor John Forte has worked at 130 Livingston for over three years. He recognized from the start that Michael was a fantastic worker, always positive, upbeat and determined to improve. John describes Michael as “very gung-ho;” always reliable, never late, and a great communicator both to his supervisors and co-workers.

Since becoming a foreman in 2016, Michael’s leadership skills have improved exponentially. He has learned how to get the most out of each crew member, identifying individual strengths and weaknesses and developing appropriate motivational strategies. He understands who needs closer supervision, and who works best on their own.

Even as he supervises others Michael has maintained outstanding relationships with every member of the crew. They all respect him and know that if a problem arises they can turn to him.

“Michael understood that if he aspired to be a supervisor he had to become a working leader, and he has done that exceptionally well” John said. “He makes my job a lot easier.”

The enclosed letter was sent by Michael to Fedcap Operations Manager David Laks on October 5th, 2015. Here is what David said about the email, followed by Michael's original email.

"Here is an e-mail from Michael that he sent to us requesting that he be considered for promotion in Sept 2015. We promoted him to Working Lead approximately 11 months after we received this when a position opened. This showed exactly the kind of commitment and dedication we were looking for."

-----Original Message-----

From: Michael Williams [<mailto:mwilliams5212@gmail.com>]

Sent: Monday, October 05, 2015 11:26 AM

To: David Laks <DLaks@fedcap.org>

Dear Mr. David Laks

I am advocating to you on my own behalf about progressing in Fedcap. I have obtained great knowledge in my field of janitorial cleaning. I feel I can use this knowledge in a way that can help other Fedcap workers. I have overcome many barriers and I have done this despite the odds.

I have worked to obtain growth and this has been a tough journey. Because of this journey I know I can be an exceptional leader for your company. If you could review my work history within Fedcap I believe you would see that I am qualified to be promoted within Fedcap.

Sincerely,

Michael Williams
(347)589-8379

Michael Williams
FEDCAP

