

**From:** Kester, Tony  
**To:** 'Sandra K. Owensby'[skowensby@scsptbg.org](mailto:skowensby@scsptbg.org)  
**Date:** 7/15/2013 2:55:27 PM  
**Subject:** RE: List of Concerns

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Sandra,

I did not mean this to be a gotcha moment. I want to make sure everyone is operating within the labor laws. I have no problem with employees getting a lunch break. My concern is paying the unit rate for employees that only eat.

We also say the seniors receiving our meals should be the ones at risk for institutional placement or the need for Medicaid. I also agree that our employees are our most important asset. That being said, the State does not feed its employees each day. We are going to have an activity for employees where only the cost of the meal is collected.

The admin upcharge would not calculate on employees. More on that later.

As for your reimbursement, please call Karen at Appalachia. All of our invoices from the COG's are current.

One last thing. The time of the meeting cannot change as we have an event that morning.

Thanks for sharing your thoughts with me.

Tony

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**From:** Sandra K. Owensby [<mailto:skowensby@scsptbg.org>]  
**Sent:** Monday, July 15, 2013 2:25 PM  
**To:** Kester, Tony  
**Subject:** RE: List of Concerns

OK you have me on this one, I looked up the Federal Labor Law and while it is not a law and is left up to the Employer it goes against my personal values to not give an employee a lunch break.

We are the Area Council on Aging and all but two of our employees are over 60 and qualify for a meal according to the policies and procedures.

I guess I have just been fortunate enough throughout my career to work for organizations that value employees and I learned years ago they are our most valuable asset and can make or break an organization.

One other concern are the delays in getting our reimbursements. We still do not have the May reimbursement and this is very impactful.

Sandra K. Owensby  
President/CEO  
Senior Centers of Spartanburg County  
P O Box 2534  
Spartanburg, SC 29304  
Phone (864)596-3910  
Fax (864)596-3788  
Street Address:  
SC School of the Deaf & Blind  
Spring Annex Building  
355 Cedar Springs Rd.  
Spartanburg, SC 29302  
Email: [skowensby@scsptbg.org](mailto:skowensby@scsptbg.org)  
[www.scsptbg.org](http://www.scsptbg.org) (Web-site)

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**From:** Kester, Tony [<mailto:kester@aging.sc.gov>]  
**Sent:** Monday, July 15, 2013 1:16 PM

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**To:** 'Sandra K. Owensby'  
**Subject:** RE: List of Concerns

Sandra,

Help me please with one of your concerns. You indicate we are creating a violation of labor laws. Could you send me the cite for the violation and I will have our attorney review it.

Thanks.

Tony

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**From:** Sandra K. Owensby [<mailto:skowensby@scsptbg.org>]  
**Sent:** Monday, July 15, 2013 1:03 PM  
**To:** Kester, Tony  
**Subject:** List of Concerns

Please scroll two pages.  
Are my counterparts from around the State coming to the meeting?

Sandra K. Owensby  
President/CEO  
Senior Centers of Spartanburg County  
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Spartanburg, SC 29304  
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Email: [skowensby@scsptbg.org](mailto:skowensby@scsptbg.org)  
[www.scsptbg.org](http://www.scsptbg.org) (Web-site)