

Employers' Council of Iowa March 9, 2016

Introductions – Karen Miller, Wendy Greenman, Denise Schippers, Ruby Rivera, Jennifer Andrade, Bob Becker, Carrie Turnquist, Cathy Nelson-Schoon, Debra Hodges-Harmon, Douglas Marshall, Pam Wright, Sherri Vaughn, Pamela Beardmore, Mark Holloway, Carlos Vega, Craig Immerfall, Brain Martin, Cassie Paniagua, Liz Carlson, Hannah West, Brenda Noe, Teresa Sloan, Deb Fox, Carla Loverink, Scott Mather, Kate Pine.

Approval of the Agenda – A motion was made by Sherri Vaughn to approve the agenda as presented and seconded by Mark Holloway; the motion carried unanimously.

Approval of the December 9th, 2016 State ECI Minutes – A motion was made by Pam Beardmore to approve the December 9th, 2016 State ECI minutes as presented and seconded by Carla Loverink; the motion carried unanimously.

ECI Treasurer's Report –

Wendy shared that January balances are out, and that February numbers will be out soon. Karen mentioned to be sure to spend down money, and that conferences and seminars will be coming up that would likely do so. Late fees regarding last year's filing of taxes, results-notice received that the fines have been waived. 2015 taxes will be dropped off today.

A motion was made by Sherri Vaughn to approve the Treasurer's Report as presented and seconded by Hannah West; the motion carried unanimously.

Funding Requests –

No funding requests presented.

ECI Call Participation --

Karen asked if the group thought the business community is aware they can participate in the state calls, or not? If they are aware, are they just not interested in participating?

Pam-R8-she does not think they know they can participate. Businesses are busy, she feels the information is not new information, and they are getting it anyway.

Craig-R11: Has invited chair or co-chair, however, hasn't always reached out to other businesses to participate.

Bob-R3/4: Chair, Mike Carlson may be on later, but it doesn't always work out for his schedule. Storm Lake ECI chair, Carrie, is participating.

Karen asked what kind of information is important for them to hear and what would they be looking for in topics?

Craig-R11: It's been helpful to about other regions presentation topics.

Carla-R10: Struggle coordinating distribution lists to go to employers, do regions have databases? Individually? Chambers? BSR's each send to individual lists, would want to do one distribution list

- R3/4: Build your list based on job orders and business visits.
- R2: Employers request to be on list, build spreadsheet and use outlook.
- R11: Each person has ability to enter business on region's shared drive for anyone to access at any time. Recruitment of new ECI members-monthly committee (made up of individuals from 10-11 different sectors) challenged them to each come up with 5 new additional names from their contact list.
- R2: Keep on shared drive and updates, everyone has access
- Returned emails: periodically go in to update and edit the list.
- R7: Spreadsheet. Facebook-recruiting and distribution of information.

IWD Update, IWD Director Beth Townsend-

State Board meeting Feb 26th: Governor Branstad and Lt. Governor Reynolds attended and spoke with state board members. Budget presentation went well. Finance standpoint-in good shape.

Hired a new division administrator, Marketa Oliver. She brings experience as city administrator for Norwalk and Windsor Heights. Will oversee staff in field offices.

Changes are being made in IT; looking to restructure this department to integrate with the project management office. Business analysts were asked about needs which were shared with IT. Need to ensure projects are done in a timely manner.

Auditors report: Jan 2012-Jan 2015, improper overpayment of over \$900,000. Ryan West dived in to see where discrepancies occurred. \$97,000 came from a fictitious business scam. \$66,000 random UI benefit sample-overpayments.

- \$312,000-overpayments
- \$433,000-phone malfunction of March 2014; not a lot of information to look back at regarding this.
- \$97,000 would be collected if individuals could be identified.
- Overpayments have been setup for overpayment collection.

Working hard to get to the bottom of this and take steps to ensure this won't happen again.

Karen asked that with the unemployment insurance rate staying low, should employers expect to see further decreases. Ryan West shared that the actual rate charged to employers is based on the amount of claims paid out by employer and where they fall in tax bracket. UI rate doesn't have too much of an effect on business rates.

Discussion on Pending Legislation – UI Exempt/Non-Exempt Status, Ryan West-

They are still searching how the bill will affect employers.

Deputy Director, Ed Wallace - IWD has been working on the Skilled Iowa Initiative since 2012. They are currently looking at going back to job profiling, and working with ACT to provide service to businesses (needs, wants, skills, abilities) for any type of job classification for

any industry. The idea to go back to doing this stems from low unemployment, and profiling makes it easier to narrow down the candidate selection pool.

Shared that Marketa will be out taking information out to the field regarding ways to improve our service.

Legislation: Working on a compliance bill-compliance language for WIOA (84A) update code to ensure we are doing WIOA (not JTPA or WIA).

Reed Act dollars: technology upgrade. Will be asking legislature to authorize use of federal dollars. Minor technical changes.

Trust fund: \$430,000. Working with business and industry and senate to move this bill forward.

Workforce services division, proud of the work the team is doing. Will be attending training in Chicago on national emergency grants.

Local ECI Updates –

- R1: No Update.
- R2: Jennifer-partnering with Economic Development to offer a four-county event- “Recruiting in a Tight labor Market/Successful Interviewing Strategies”. Will also be partnering with SHRM to do a HR 101 series for small businesses that may not have a dedicated HR staff.
- R3&4: Bob shared that they are partnering with Storm Lake ECI to offer several workshops. In February they had “Fraud & UI”, coming up on April 7th they will be offering “Working with You is Killing Me”, May 10-partnering with SHRM and R14 on “The Labor of Leadership” (already 30+ signed up), May 25-“Hiring Iowa Teens”, June 15-“Wage and Hour” (agricultural-working with MSFW to bring farm businesses in who hire migrant seasonal farm workers. Coming up this fall-UI, Disabilities and OSHA.
- R5: Kathy shared they are partnering with SHRM on some upcoming opportunities.
- R6: No update
- R7 – Douglas- Shared they will be having a recruiting panel, they are continuing to build membership, are partnering with SHRM this fall, will have an annual legislative forum in September, and are working to have events in every county they serve this year.
- R8 – Sherri – Partnering with SHRM for “Diversity in the Workplace” and “Generations”. March-workshop to answer questions for individuals who are wanting to start their own businesses, April-“Hiring Teens/Wage an Hour”, OSHA Ten-Hour Training, Financial Literacy, May-“Creating an Invincible Team”, FMLA, “Developing Your A Game”, October-Employer Educator Summit.
- R9 – Ruby shared they will be having workshops on-UI assistance, UI fraud, a Veterans only resume workshop, ex-felons finding employment, a two-week employment boot camp and a 50 employer mock interview.
- R10 – Carla-Will be having seminars regarding LMI & Laborshed studies, internship event, 260E and 260F training, Fraud & UI, proposed changes to white collar exceptions.
- R11 – Brain and Craig shared that there has been a lot of interest in R11 to get everyone truly involved in ECI. Shared that last year they had a session on breaking up is hard to

do, which was very popular, and upcoming is a wellness workshop and a roundtable discussion in September.

- R12 – no update
- R13 – Cassie-upcoming workshops include, UI Appeals, OSHA updates, Americans with Disabilities and Millennial Engagement.
- R14 – Hannah – shared that they are partnering with SHRM on all workshops. Upcoming sessions-FMLA, Coping with Change, Lamoni chamber banquets-personalities in the workplace, and they had trained 340 employees in a manufacturing facility in harassment. They will be hosting a conference in October-Leading the Way (partnership with businesses and schools).
- R15 – Brenda- Continuing partnerships with schools and employers. Upcoming events include-an employer panel/job fair, UI, in April will be partnering with I-JAG and Job Corps to do a summer youth hiring event, ECI lunch and learn on Child Labor Laws. A boot camp is also planned in partnership with Goodwill, Voc. Rehab and area businesses.
- R16 – Debra –February-building a mentoring program for success, March-cultural and language differences, healthcare career expo, manufacturing sector teams meeting, employment and support services available for ex-offenders, Veteran, Family and Friends career and resource fair in partnership with the YMCA.

Other Discussion Items – None.

Set Next Meeting Date – Wednesday, June 15, 2016, in-person meeting. A motion was made by Sherri Vaughn to adjourn the meeting and seconded by Hannah West; the motion carried unanimously.

Respectively,
Wendy Greenman; Secretary/Treasurer