

## **Employers' Council of Iowa Wednesday, July 26, 2017 Meeting Minutes**

Meeting opened by Sondra Myers at 9:00 a.m.

Encouraged Employer Chairs to participate

**Introduction of Attendees:** Sondra Meyers, Becky Jacobsen, Pam Wright, Denise Schippers, Cory Kelly, Katie Bahl, Marla Loecke, Nick Foley, Bob Becker, Linda Gray, Mike Carlson, Carrie Turnquist, Shari Goertz, Roxy Devine, Karen Miller, Douglas Marshall, Debra Hodges-Harmon, Sherri Vaughn, Mark Holloway, Kate Pine, Scott Mather, Matthew Russell, Frank Rubero, Ali Sidwell, Glen Houts, Nicole Gatlin, Liz Carlson, Michelle Wilson, Cabrielle Rutledge, Elizabeth Waigand, Julie Douglas, Brenda Noe, Amy Brink, Deb Fox

**Approval of the Agenda:** No changes recommended. Motion to approve the agenda by Pam Wright. 2<sup>nd</sup> by Julie Douglas

### **Approval of the March 8, 2017, State ECI Minutes**

Correct spelling of **Carrie** Turnquist's name. Motion to approve with proposed change by Pam Wright. 2<sup>nd</sup> by Karen Miller

**ECI Treasurer's Report:** Cannot be approved as quorum of employers is not represented on the call. Denise Schippers will send an email to regional chairs for motion on June financials. Referencing the March 8, 2017 ECI meeting minutes, Sondra advised that there will be no change to 25% contribution to Board account for events at this time. A funding request from Region 8 for Employer/Educator Summit in the amount of \$2,000 has been approved. Note to ECI membership that there is a new form for funding assistance requests, it will be made available on the [website](#).

**Electronic Vote Outcome:** Per email dated 6/27/2017 requesting employer chair votes on Amended By-laws and Secretary/Treasurer position. The amended Bylaws were approved and Pam Wright has accepted the Secretary/Treasurer position.

**IWD Update:** Cory Kelly, Communications Director, presented on the status of a strategic plan comprised of 5 core strategies to be proposed by the Future Ready Iowa Alliance are on target to meet submission deadline to the Governor's Office on 10/31/17. Important documents to note are: Metrics that Matters report that details current workforce status and credentials needed and the Inventory of Sector Partnerships that speaks to what Iowa's current state of Sector Partnerships are including a status indicator. *Denise will send out a link to these documents.* Home Base Iowa participation is growing in cities and regions; IEDA had taken the lead on executing the plan but in early August 2017 the program will move to IWD as the initiative leader. The transition is anticipated to be seamless to veterans and increase synergy for all regions. IWD is working with core partners to put in for a Disability Employment Initiative grant focused on youth, the application will be submitted 7/29/17. American Job Center Branding under WIOA will change existing signage. Changes will occur as current signage reaches its natural life cycle. IowaWORKS Centers will be provided with stickers that state "We are a proud partner of the American Job Center."

### **Local ECI Updates**

Sondra noted that the Board will be meeting in the upcoming weeks to create an action list based on conversations (ongoing) with business chairs, to date the following feedback has

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been received:

- 1) You need to have a reference/resource book to understand roles and responsibilities.
- 2) What does a local ECI group do to encourage regional participation growth?
- 3) New Chairs are interested in identifying helpful partnerships, ie: SHRM, Chambers, etc. to better understand areas of interest of region employers.
- 4) How do you access the state Board account? The new form will be a pdf and made available to the employers and posted on the ECI website.

### **Local ECI Updates**

- Region 1 – Recent topics: Ergonomics; Active Shooter; and coming up will be Mental Health on the Job. (Katie)
- Region 2 - Transformative Workplace; partner with IVRS re: disability awareness; panel of employers for apprenticeship event in Nov (Nick)
- Region 3 & 4– I-9 and E-Verify; OSHA Reporting Compliance; UE appeals; Fraudulent Documents; Wisdom Based Leadership with Lee Elliott; Understanding UE Ins; Smart Essentials on I9 & E-Verify; 1/2 day OSHA Trainings; 3 hour Machine Guarding / LOTO / Fall Safety; Office & Industrial Ergonomics; OSHA Recordkeeping (Shari and Bob)
- Region 5 – UI Insurance; Conflict Resolution; ECI & SHRM collaboration will conduct quarterly meetings Surviving Threats Posed by Workplace Violence; have increased staff business visits re: apprenticeships & job fairs (Roxy)
- Region 6 – No Report
- Region 7 – Mayor's Panel to discuss local government; Employment Law – Banning the Box / Reasonable Suspicion for Supervisors; Apprenticeship 101; Coaching (Douglas)
- Region 8 – Employer's Summit with Brenda Clarke Hamilton, Debbie Durham, and several panels- all are welcome to attend; Save Yourself Active Shooter; Diversity in the WP; UE Insurance & Appeals; The IWD teaching team is receiving requests from businesses for Generations in the Workplace and Bring you're A game (Sherri)
- Region 9 – Veteran's Community Job Fair partnering with Clinton Cty Community Corrections on interviewing; Supervisors D&A training (Mark)
- Region 10 – Ride Sharing in Community; Internships/Apprenticeships; I9 & UE ; Hiring Refugees: Success Stories; OSHA Update; Benefits of Hiring Veterans; interested in Active Shooter. Suggested compilation of resources available to all ECI's
- Region 11 – Growing Their Own workforce; Multi-generational Workforce; Unconscious Bias that impacts Hiring
- Region 12 – Title 1 funds for a short term training for maintenance techs followed by a job fair with employers hiring these positions; UE appeals; Active shooter; FMLA and WC Issues; Untapped Labor Pools looking at people with Disabilities; Job fair
- Region 13 – Active Shooter; Diversity in the Workplace; Drug Testing; UE; ECI event with Defenders and a possible tour of jail for employers; Job Fair in fall
- Region 14 – Active Shooter; Ergonomics; UE appeals; Drug Testing; Grow your own – work with local employer's with registered apprenticeship during recognition week; partner with SHRM group; 2018 work with a local ECI chair re: topics/ideas to increase participation
- Region 15 – Veterans- rapid fire interview with Lunch & Learn followed by a chinook arriving for exhibition; UE Tax Fraud; Voc Rehab- reverse job fair; sector events-

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Healthcare mixer was very successful (Brenda)

- Region 16 – Top Administration's Impact on your plan; Having meaningful conversations during review; miss; ADA; Conducting WP investigations; Healing capital strategy; Active shooter (Deb)

Sondra encouraged outreach to Board for funding support and other regions for ideas and resource sharing.

**Other Discussion Items:** None presented

**Adjourn**

**Next Meeting:** October 18, 2017