

**Employers' Council of Iowa**  
**September 28, 2016**  
**Minutes**

**Introductions** – Karen Miller, Denise Schippers, Todd Spencer, Sondra Myers, Katie Bahl, Jennifer Andrade, Hunter Callanan, Mike Carlson, Carrie Turnquist, Cathy Nelson-Schoon, Sara Messerly, Scott Mathers, Mike Witt, Elizabeth Waigand, Douglas Marshall, Pamela Wright, Sherri Vaughn, Pamela Beardmore, Mark Holloway, Doug Rempfer, Aimee Hammel, Kate Pine, Jennifer Lawrence, Vonnie Stewart-Kai, Judy Kracht, Liz Carlson, Michelle Wilson, Brenda Noe, Carolyn Farley, Debra Fox

**Agenda** – Change to draft agenda with the removal of the bullet to Vote to Approve election of the Vice President and Secretary/Treasurer to extend for the two-year period beginning March 2017; election is for interim 6-month period; the candidates will succeed into the President and VP rolls in March 2017; will then need to elect a Secretary/Treasurer in March

Motion to approve – Pam Wright

Second – Mike Carlson

All in favor

Agenda approved as amended

**ECI Treasurer's Report** – No questions or comments

Motion to approve – Pam Beardmore

Second – Hunter Callanan

All in favor

Treasurer's report approved

**Funding Request** – Pam Wright, Region 7, requested support for employer summit luncheon, postponed to April; funding has been approved by the board; any concerns from employer members? No

**Board Election**

**Vice President** – Nominee Sondra Myers, Katun Corporation, Davenport

Additional nominees? No

Motion to approve – Pam Wright

Second – Pam Beardmore

All in favor

Nominee approved

Sondra Myers elected Vice President

**Secretary/Treasurer** – Nominee Becky Jacobsen, Smithfield Foods, Denison

Additional nominees? No

Motion to approve – Hunter Callanan

Second – Jennifer Lawrence

All in favor

Nominee approved

Becky Jacobsen elected Secretary/Treasurer

**IWD Update** – Todd Spencer

Case management / Labor Exchange system -- in process of seeking proposals for a new system, few weeks of research prior to putting out the RFP, went out earlier this month, due back early October, will then evaluate the responses. Hoping to sign with a vendor in November

- Will change the look and feel for how we provide services both in the office and online. Have an outdated system currently; newer, fresher, more user friendly systems out there; 12 to 15 months to implement

UI system – revamping behind the scenes, how data stored, ease of access for staff, will change how employers are able to communicate with our UI system/team; transition team in process of taking existing system and implementing; approx. 24 months for completion

Both systems will change how we work with our customers – participants and employers

Agency will be training both staff and customers

Agency greatly values the ECI group, increase in local participation; dramatic difference in feedback and how we interact with businesses locally; thank you to all employers who take the time to participate; Karen mentioned this board does not take a great deal of time, but it does take some time; will brainstorm with board to increase value of board meetings, more value-added for everyone; please share ideas for how to make state ECI more value added

Karen Miller - Want to ensure our in-person meetings are pertinent and useful, next meeting will be in March

#### **Local ECI Updates –**

Region 1: Katie – working to partner with SHRM to prevent event overlap; Nov 10 – veteran event; bi-monthly newsletter for ECI partnering with local Community College – merging business lists to get information out; hosted recent events Ergonomics and OSHA training

Region 2: Jennifer – HR 101 series in April and May for those new to HR, taught by SHRM members – 4 week series, well received, planning follow up series next spring; over summer went on the road offering workshops around the region in partnership with Iowa Economic Development; partnered with Y and other organizations for Veteran event in September; October 18 partnered with Community org for stress on the workforce workshop;

Region 3 & 4 – Mike Carlson – meets in Spencer; July- Heavy equipment simulator four days, lots of attendees, target audience was women, but all individuals were invited; August – 2-hour session, 90 attending overtime rules ; September – workshop; 9/22 joint meeting with SHRM ACA updates; OSHA training upcoming

Carrie – Storm Lake; works in collaboration with Spencer; November OSHA training

Region 5: Cathy - Pulling together a new SHRM chapter, just waiting to get it approved; partner with SHRM; June overtime rules workshop; Apprenticeship in July; October 12 final rule on overtime and FLSA questions

Region 6 – no update

Region 7 - Doug – FMLA for HR managers held; August 2<sup>nd</sup> legislative forum; September developing leaders using Dale Carnegie; October looking to address UI issues for HR mgrs.; November Crucial conversations in the workplace workshop; December meeting planning session for 2017

Region 8 - Sherri – Veteran appreciation day; partnered with SHRM When Generations Collide; staff went to Denison Job Corps Center for training to staff; Walmart heavy equipment simulator – well attended; several workshops coming up in next two months – appeals, apprenticeships, Employer/Educator summit in October

Region 9 - Doug – last week mock interview workshop in Clinton, very successful; planning UI appeals workshop in Clinton

Mark – Davenport – mock interview workshop; August – veteran job fair; October will partner with Illinois colleagues on veteran hiring event; career path workshop; ex-offenders re-entry path; skills trade and apprenticeship boot camp; will partner with city to plan and host a teen job fair; putting together employer resource binder – UI, Workers Compensation, other questions dealing with the state of Iowa

Region 10 - Kate – workshops on white collar exemptions, toured Anamosa State Penitentiary ; OSHA training; misclassification workshop; focusing on retention of staff workshop, Veteran event; apprenticeship event;

Region 11 – Vonnie – Craig Immerfall retired from the agency in June; WalMart heavy equipment simulator in June; July veteran events; August 29 Pella – How to be a Super Hero, Being the Best You Can Be seminar; September 29 – employer round table – best business practices; October 6 Des Moines – Synergy, networking with ECI; October 3-6 Manufacturing week, nationally, manufacturer each day in office doing in-office recruitment; November – Vet-to-Work, for veterans;

Region 12 – No update

Region 13 - Liz – OSHA training this summer, DOL overtime rule changes, social media, Home Base Iowa, coming up Registered Apprenticeships, OSHA record keeping

Region 14 - Michelle – partner with community college and SHRM; Millennial training, Veteran recognition event, Registered Apprenticeships; UI claims and appeals; coming up October Employer/Educator Summit; OSHA training; Tune Your Talent package of training topics keeping teaching team very busy; monthly newsletter to members

Region 15 - Brenda – Held Educators in the Workplace workshop; child labor law; UI; monthly featured employer promoting on social media; working on Manufacturing Day; partnering with schools to bring soft skills into the schools and talking about apprenticeship; extension offices and community college to teach different soft skills within communities; working on Veterans Day job fair; will be working on employee retention workshop

Region 16 - Deb – past events – Alzheimer’s and dementia in the workplace; overtime; coming up healthcare career expo; annual veteran luncheon; National Apprenticeship Week – open house in planning stages; 2016/2017 employment law update

**Other discussion items** - None

**Next meeting** - December 7, 2016

Motion to approve – Hunter Callanan

Second - Pam Wright

All in favor

Date approved

**Adjournment** –

Motion to approve – Mike Carlson

Second - Pam Wright