



## Upper Peninsula Michigan Works! Workforce Development Board 12pm Thursday, June 18, 2020

### MINUTES

#### I. Call to Order, Mark Massicotte, Chair

The meeting was called to order by Board Chair Mark Massicotte at approx.: 12:04 ET

#### II. Roll Call

##### Present:

Mark Massicotte, L'Anse Manufacturing, Chair  
Dave Goudreau, Northern Wings Repair  
Bridget Kennedy, Systems Control  
Suzanne Pazdernik, Jacquart Fabric Products  
Chad Rowe, Aspirius Health Services  
Melanie Bicigo, Upper Peninsula Health Plan  
Meagen Morrison, Eagle Lundin Mine  
Travis Cary, IUPATDC7  
John Hamm, UPRLF  
Tony Retaskie, UP Construction Council  
Michelle LaJoie, Alger/Marquette Community Action  
Jonathan Mead, UPCAP  
Samantha Cameron, Bay Mills Community College  
Julie Wonders, Iron Mountain-Kingsford Community Schools  
Jeff Holt, Sault Ste. Marie Economic Development Corporation  
Roy Del Valle, Michigan Rehabilitation Services

##### Excused:

Dave Anthony, Northern Sun Winery  
Joe Esbrook, Hiawatha Log Homes  
George Kinsella, EcoMarine  
David Lord, OSF St. Francis Hospital & Medical Group

##### Michigan Works! Staff:

Bill Raymond, CEO, Michelle Viau, CFO, and Tracy Roberts, Administrative Services Manager

#### III. Public Comment

None

#### IV. Approval of Agenda

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A motion was made by Michelle LaJoie to approve the agenda. The motion was supported by John Hamm and passed unanimously.

**V. Approval of Minutes from March 19, 2020**

A motion was made by Jon Mead to approve the March 19, 2020 Meeting Minutes. The motion was supported by Tony Retaskie and passed unanimously.

**VI. Financial Report**

**A. Grant Status & Overview**

Bill reviews the grant report with the board members.

**B. Line Item Budget Report**

CEO Raymond reviews the budget. He indicates that UPMW is still carrying a fund balance, due to saving on spending during the past 3 months during COVID-19; Our money keeps coming in and we are stable so far. He adds that the UPMW budget is still 10 million and other than not having the GoingPro monies, things are ok. WDB Chair Mark Massicotte comments that the numbers look consistent and it's reasonable to note that we have some cash outlay during this time.

**C. UPMW Annual Budget for July 1, 2020 – June 30, 2021**

As far as our general operating on a day by day basis, CEO Raymond indicates that UPMW is in good shape and not taking a hit with respect to the GoingPro monies not coming in. There should be some monies (like an emergency grant) for Dislocated Worker, as well as some other things that will be in the works, so we expect to get more in the way of funding, not less. Board Chair Mark Massicotte comments that it is the board's responsibility is to give feedback and direction on what areas they want funds going to. He does not see any big changes and agrees that it is consistent with prior year funding.

Bill notes that this budget also considers any monies for raises as well.

A motion to approve the UPMW annual budget was made by John Hamm and was supported by Bridget Kennedy. The motion passes unanimously.

**D. UPMW Funding Comparison**

Bill reviews funding comparison and highlights that a few things have decreased – some funding is down anywhere from 5-10%.

Board Chair Mark Massicotte comments that things will keep changing and no one has a roadmap right now; we will have to learn to do more with less.

According to the formula that the State uses, we are consistent with what other MWAs are receiving (according to formula).

**VII. Reports**

**A. Chairperson**

**B. CEO**

Bill highlights the updates provided in his CEO report.

He reminds the board to keep in mind the board chair nominations for the upcoming year. We will prepare for nominations for the next meeting in September. If you have nominations for board chair, get those to Bill or Tracy.

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Dave Goudreau comments regarding board chair. He attended a meeting about the State (MWA) board of Directors, and he predicts maybe moving ahead to an Association board that will include the WDB board chair participates with a 32-member board at that level.

Board member Michelle LaJoie asks Bill about what he is seeing across the region with employees not wanting to come back to work and come off the unemployment. CEO Raymond explains that businesses can take part in the Work Share program, where they can work part-time, and get the unemployment assistance as well. The Pandemic unemployment assistance will end on July 31, so they will have to go back to work at that time. If a company calls someone back to work, they cannot turn down a legitimate offer to come back to work, and then the employer can deny the unemployment. Legally, being “afraid” of catching the COVID-19 virus is not a legitimate excuse not to return to work. Bridget Kennedy (Systems Control) provided some perspective, saying that in the beginning of the pandemic, they allowed those that were afraid to be off of work, but now, they are an essential employer and have the right to call them back. In deciding to call workers back has been a tremendous amount of effort and has taken about a good month to get people to come back. Bridget offered any assistance if anyone needs any from an HR perspective, as well as Margo Anderson, HR Director at UPMW can help if needed.

The Board Chair passes along to the entire organization a big THANK YOU on how we have been providing such great service in these trying times.

Bridget Kennedy asks if anyone has heard anything recent about the Back Forty mine? Bill has not heard anything new lately but will check. There is competition for the talent pool with Marinette Marine, and Line 5, Eagle Mine, so there are some competing projects that will present a talent challenge.

Board Member Meagen Morrison shared that Eagle mine stayed open during the entire time of COVID. Aquila just announced they got a couple million in financing to push ahead their progress.

## **VIII. Action Items**

- A. Action Items – Recommended Motions
  - 1. PI 20-06: WIOA Statewide Activities Allocations for PY2019 CRM  
Motion to approve was made by Tony Retaskie  
Supported by Michelle LaJoie. Motion passed.
  - 2. PI 20-07: WIOA 2020 Combined Local & Regional Plan Motion  
Motion to approve DRAFT WIOA 2020 plan was made by Tony Retaskie  
Supported by Suzanne Pazdernik. The motion passes unanimously.
    - a. UPMW WIOA 2020 Combined Local & Regional Plan Summary
  - 3. PI 20-08: WIOA Statewide Activities Funding for the SYP 2020 Initiative  
Motion to approve was made by Michelle LaJoie  
Supported by Travis Cary. The motion passes unanimously.
  - 4. Local Policy Update – WIOA Youth Eligibility  
Motion to approve was made by Jeff Holt

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Supported by Jon Mead. The motion was passed.

**IX. Old Business**

**A. UPMW Strategic Plan update**

Janie McNabb, One-Stop Operator shares a Strategic Plan update with the WDB Board Members.

Janie asks the board to provide any feedback:

Board Member Tony Retaskie comments that he really likes the goals, and how it aligns to the Strategic Plan, and adds that it is easy to follow.

Board Chair Mark Massicotte likes the representation of all the work that has been done, providing the space for expansion and criteria to move forward.

Janie McNabb, One-Stop Operator, explains that the goal was to operationalize the strategic plan and keep the board informed of how we are reaching those goals in the plan. The hope is to update this way in the full report once a year but provide a dashboard snapshot like the one shared here at each meeting.

**B. UPMW Dashboard June 2020**

Janie McNabb walks through the new dashboard report created for the board. The dashboard is intended to track progress against goals set for the organization.

Michelle LaJoie asks about a role like a CNA – how are we advocating for increasing the wage for this occupation, when the wage is so low, it is so hard to recruit? Janie responds that some of the training we provide focuses on Career Pathways – maybe the CAN role is a stepping stone and can be coupled with training, next steps and their career trajectory – that’s one way we try to help.

Another way is through performance indicators within WIOA. UPMW is training individuals high enough that they can meet their performance. There are quality jobs, pathway jobs, and low wage jobs. We want to try to move people from low wage to a pathway job, in the least. That is part of the region-wide strategy in the U.P.

Mark Massicotte add that collectively, as a group, there is a lot of influence with the board. If there is someone that UPMW has a hard time working with, they can come to the Workforce Development Board to collectively dialogue, get input, and speak with one voice, adding, that we will do better as one voice.

CEO Raymond agrees that we might need to have short, more frequent meetings to talk about these strategic things, and possibly more frequent communications to get at some of these challenges. Now that meetings are virtual it is easier to manage without having to travel. More to come.

The board members provided input on the dashboard:

Mark Massicotte would like to see the dashboard a few times to see how it aligns with the strategies and goals.

Jeff Holt likes it a lot, saying that it gives board members briefly, how things are going, and the job being done by the staff and he really appreciates it.

It will be nice to see the trends over time. We can expand on some of the report and adjust as we go; this could even morph into a conversational piece for the board to meet on in the future.

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**X. New Business**

A. None

**XI. Communications**

A. Real-Time Labor Demand, Prosperity Region 1 – May 2020

**XII. Member input – Items for discussion**

**A. Updates**

Members shared some updates.

Tony Retaskie shared about an experience he heard about working with UPMW during this time that was very positive. He asks Bill to thank staff and to let them know they did a fine job.

There will be a Career fair at MQT county fairgrounds for Sept 22<sup>nd</sup> and 23<sup>rd</sup> – they don't yet know what it will look like, but he will keep everyone updated;

**XIII. Next Meeting – Thursday, Sept 17, 2020**

**XIV. Adjournment**

Motion to adjourn made by Michelle LaJoie and supported by Bridget Kennedy Meet adjourned approx.. 1:14 p.m.

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