



Upper Peninsula Michigan Works! Workforce Development Board Thursday, January 21, 2021 MINUTES

I. Call to Order, Mark Massicotte, Chair

The meeting called to order at 12:02pm.

II. Roll Call

Present:

Mark Massicotte, L'Anse Manufacturing, Chair
George Kinsella, EcoMarine
Roy Del Valle, Michigan Rehabilitation Services
David Lord, OSF St. Francis Hospital & Medical Group
Suzanne Pazdernik, Jacquart Fabric Products
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
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
Dave Goudreau, Northern Wings Repair
Bridget Kennedy, Systems Control
Chad Rowe, Aspirius Health Services
Jonathan Mead, UPCAP
Samantha Cameron, Bay Mills Community College

Michigan Works! Staff:

Bill Raymond, CEO, Michelle Viau, CFO, Debb Brunell, Workforce Services Director, and Tracy Roberts, Administrative Services Manager

III. Public Comment

Board Chair Mark wishes everyone a Happy New Year and thanks everyone for the time and commitment to workforce issues.



IV. Approval of Agenda – Action

A motion was made by Tony Retaskie to approve the agenda. The motion was supported by George Kinsella and passed unanimously. Comment Bill Raymond will add an item under New Business for “Unemployment Insurance legislation”.

V. Approval of Minutes from Nov 19, 2020

A motion was made by Jeff Holt to approve the November 19, 2020 Meeting Minutes. The motion was supported by John Hamm and passed unanimously.

VI. Financial Report

A. Grant Status & Overview

CEO Bill Raymond indicates that everything is stable and on target. With the announcement of Going PRO training fund, it will add about 1.5 million to the budget. That brings the UPMW budget back to the 10-million-dollar range, which is the typical range for about the last 10 years. Comments: Mark Massicotte would like to pass along thanks to the team. He says that getting the Going PRO funds is significant to the U.P., Bill Raymond says that the Business Services team did a phenomenal job. On a per capita basis, UPMW does quite well.

B. Line-Item Budget Report

CEO Raymond talks about line-item report and reports that income is down a little, but expenses are also down; Just with the pandemic there haven't been some of the expenses like in the past, such as travel expenses. The fiscal team is doing well at keeping expenses quite solid.

VII. Action Items

A. Action Items – Recommended Motions

Since everyone has reviewed the action items prior to the meeting, the board agrees to consensus votes and a motion to move forward on that was made by Tony Retaskie and is supported by Suzanne Pazdernik. The board unanimously votes to move forward with consensus vote on all Recommended Motions.

All action motions below were approved unanimously.

1. PI 20-32: Clean Slate Pilot Program
2. PI 21-01: IET Programs
3. PI 21-02: MWSP Instructions for CY2021
4. Michigan Works! Association Board motion

VIII. Reports

A. Chairperson

B. CEO – under separate cover – via email

CEO Raymond shares highlights from his report:

-Rural Cabinet position – Bill indicates that this was worked on before the pandemic and that it's good to see that the Governor is organizing that (to include issues of focus such as childcare, transportation, broad band, etc.). Tony Retaskie asks if there will be a person in charge of that, or where will it fall under? Bill informs that the goal is to have a dept with dedicated staff to



work on those issues; Tony Retaskie comments that : it would be important for the U.P. to have some say on who that person would be. Bill indicates that there will be more conversations with the state, MEDC and others and there will be no shortage of voices for the U.P. Board Chair Mark Massicotte comments that the CEO report is indicative of the cross-communication and efforts of UP Michigan Works! to be collaborating and working together across the U.P. and thinks it would be a great idea for UPMW to have a podcast or something similar.

IX. Old Business / Updates

A. CEAC Update – Debb Brunell

Debb Brunell gives an update on CEAC. The CEAC recently had their first meeting of the year, where they discussed housing and creation of the RIC (Regional Implementation Consortium – to improve, establish and expand apprenticeships in the State. The team at UPMW is working hard right now on the State expansion grant for Apprenticeships and a framework for the U.P. to figure out and manage with the funding that the grant offers. We have strong partnerships that are getting better all the time. More to come on that. There are also sub-committees and people are engaged and interested. Expect to see the CEAC advise more to the WDB board. Mark Massicotte adds that we need more private sector input into the CEAC as there are only 2 members right now, but they would like to have more in the future. He asks that if there are any private sector groups from each region, to please consider for all regions to be represented.

B. Governor’s Workforce Board Update – Tony Retaskie

Tony reports that the Governor’s Workforce Board has had 1 meeting so far. They are talking about topics for the future. Unemployment Insurance will be one of those topics.

C. UP Energy Task Force Update – Tony Retaskie

Tony briefly reports that the next meeting is on Feb 24th. During the first year the group focused on studying the propane situation in the U.P. and ways to deal with any crises. For this second year, the focus will be studying electrical costs in the U.P. Tony has learned that the electric vehicles will be rolling out in 2021 and right now the U.P. does not have places to plug in the cars. The question is where to put the charging stations, as well as the funding, installation, etc. The task force is also studying the cost of electricity – costs are much higher in the U.P. – and trying to understand.

D. Michigan Works! Association Board Update – Dave Goudreau

Dave was excused from the meeting.

E. UPMW Dashboard – December 2020

Jane McNabb, One-Stop Operator reviews the current dashboard with the board. There will be some tweaks and updates to the dashboard that the board will see going forward.

Board Chair Mark Massicotte comments that program control and data are the essence of what is needed to see the changes coming up.

Tony Retaskie would like to recognize the staff for doing a fantastic job helping those through the pandemic. He reports that the staff were very helpful in talking to people who had some real challenges with UIA. Tony and the rest of the board members would like to pass on to the staff. Board Chair Mark Massicotte would like to consider doing a



public THANK YOU for Michigan Works! as a whole on a good job from the Workforce Development Board.

Mark would like to support that and wants the organization to consider that. A motion for public acknowledgement was made by George Kinsella, adding to make sure to include in all the local newspapers for all to see in writing. CEO Bill Raymond can make it happen. The motion is supported by John Hamm. Notes considered that this message would go out to all 15 communities.

X. New Business

A. New CEAC Member Nominations

The board reviewed the list of 9 new CEAC nominations. A motion to accept the 9 CEAC nominations made by Tony Retaskie and was supported by Jeff Holt that all are appointed to the CEAC board. The motion passed unanimously.

B. Unemployment Insurance Reform – Legislation being recommended

Debb Brunell, Director of Workforce Services wants to thank the board for the recognition and points out that all of our great work cannot be done without the great leadership of CEO Bill Raymond.

At last week's MWAs Leadership Council there was conversation about UIA reform. Recommendations will be passed on with legislations. The legislation is asking for:

- Expectations for work-search requirements – UI costs employers about 1.5 billion a year
- Lack of accountability for temporary job search requirements, due to Covid
- Decrease the unemployment tax contribution
- Educated work force and skills gap w/respect to Industry 4.0 requirements
- Work registration and work search providing direct access to employers
- Considering equity and access to ensure serving all people (women, minorities, veterans, etc.)
- Support services and barrier removal (childcare, transportation, etc.)
- Considering customer service – customer friendly model
- Workforce program – needing an integrated model

Recommendations of the committee within the MWA and they wanted to make sure all WDB's are supportive of these recommendations:

- Requires legislation: UI modify time frame for work registration to 21 days – allows for 21 days to get registration in before jeopardizing claim – allows for more flexibility
- Requires legislation: expanding work registration to include both virtual and in-person option. In the past, it has only been in-person. Virtual registration is every bit as good.
- Others making directly to UIA:
 - RESEA algorithm – improve this to be more effective
 - Utilize research and data to create data-driven programs and services



- Create a cloud-based integrated data reporting system – allowing all UI partners to share data – BIG ASK – but would establish key indicators and measure effectiveness better.
- Create a one-stop management information system (OSMIS) a link to register virtually – to better connect with jobseekers in a more efficient manner – create Statewide point-of-entry for customized services

George Kinsella asks about who to contact about job availability for employees. There is a need in his region for unskilled and semi-skilled employees. He reports that the area employers are anxious to help come back to U.P. and he would like to know who would they call? Where is the data? Debb responded that the U.P has a great team that works specifically on attracting new business to the U.P. as long as the local economic developers. A good start would be with MEDC and Vicki Schwab. Vicki is good at recognizing the needs and finding the resources. We have a great process to help companies make that decision to come here – we have the talent, and we can develop the talent. UP Michigan Works! is an integral part of connecting all the EDOs together. George Kinsella further comments that we may lack a little as job providers, especially with people from another state.

Tony Retaskie adds that one of the concerns has been the computer issues with UIA. Bills are going out to people wanting people to turn back monies due to a glitch – do we know about it? Debb Brunell responds that there are been errors riddled throughout this process where they have sent out notices that did not apply at all.

Another concern mentioned is that some of road building companies have lost workers to WI. Their rate is so much higher than the U.P. unemployment rate. This encourages our workers not to come back to our area. The employers would like to talk to people about that. In Michigan contractors lose workers to WI due to the 20 weeks and less of a payout. If you need supporting info for that conversation, Tony can provide some perspective there.

XI. Communications

A. December 2020 Fast Facts

XII. Member input – Updates / Items for discussion

A. Updates

Dave Lord provides an update on vaccine distribution:

Each market is a little different, but pretty much all hospitals across the U.P. has been working with Health departments on priority groups. He goes on to say that U.P-wide is doing a good job on predicted storage capabilities. In Delta and Menominee counties there have been almost 4K vaccinated so far. There was opportunity to do essential workers. So far a lot of communities have been able to get the vaccine out (to law enforcement, teachers, healthcare, elderly). Dave adds that he is very proud of the U.P. as it relates to this work, even though there are long lists, there has been a commitment by the local hospital CEOs to get this in their hands. There is a



huge commitment from the healthcare sector to get us all get back to normalcy and where we need to be with the vaccine distribution. Board Chair Mark Massicotte affirms that he is proud of the U.P. as a community, saying that we are leaps and bounds ahead of some other communities.

XIII. Next Meeting

A. Next meeting – March 18, 2021

XIV. Adjournment

Meeting adjourned motion made by Dave Lord to adjourn at approx. 1:22pm