

# *Oregon* EMPLOYMENT DEPARTMENT

## Advisory Council Meeting Minutes June 5, 2003

### Members:

#### **Gary Barnes**

Northwest Food Employers, Inc.  
Business

#### **Vacant**

Labor

#### **Sam Brooks**

S. Brooks & Associates  
Business

#### **Vacant**

Public

#### **Gwyn Harvey, Vice Chair**

Public

#### **Paul Johnson**

Victim Offender Reconciliation Program  
Business

#### **Pat Maberry, Chair**

Public

#### **Tim Nesbitt**

Oregon AFL-CIO  
Labor

#### **Linda Rasmussen**

Communications Workers of America  
Labor

#### **Bob Shiprack**

Oregon State Building and Construction Trades Council  
Labor

#### **Lisa Trussell**

Associated Oregon Industries  
Business

#### **Sandra Morgen**

University of Oregon  
Public

### Present

Sam Brooks, Gwyn Harvey, Paul Johnson,  
Linda Rasmussen, Sandra Morgen, Tim Nesbitt,  
Bob Shiprack

### Excused Absent

Gary Barnes, Pat Maberry, Lisa Trussell

### Employment Department Staff

Debbie Lincoln, Greg Hickman,  
Tom Byerley, Larry Hanson, Marc Perrett,  
Frank Richey, Carla Corbin

### Guests

Pat Allen, DCBS

The meeting began at 9:05 am.

### Minutes

The revised minutes from the April 3, 2003 meeting were approved.

### Council Business

The Council chose to create a Vice Chair position that could fill in when the Chair is unable to attend meetings. Gwyn Harvey was unanimously voted Vice Chair.

The Council approved September 18 and December 18 for the remaining meetings of 2003.

Paul Johnson asked, and the Council approved, moving him into the vacant public position, leaving a labor and a business vacancy. The Council members will consider nominations for the two vacant positions.

## **Strategic Plan Update**

In summarizing the Strategic Plan, Greg Hickman explained that eight months ago a team was created to recommend a vision for best practices. The Exec Team created a draft plan establishing UI centers, a labor exchange focusing on employers and eliminating duplicative services through better partnering with workforce partners. The draft plan was presented to the Field Office managers in April and all staff in early May. After the Strategic Plan (Plan) was presented to staff, a web page was available for staff to respond to questions and provide input on the Plan. During May the department received comments from staff and stakeholders. The comment period ended on May 30, 2003. A total of 233 staff responded. Most stakeholders responded by email. The Exec Team will adjust the plan according to the comments received from staff and stakeholders. Prior to the Plan being finalized in August, the Exec Team will visit field offices to obtain input on the second draft.

The Council suggested that when creating the UI centers that diversity and skill development should be major priorities. The Council also asked whether the number of telephone calls would be an issue. Greg and Larry Hanson explained that the department is learning from mistakes made by other states through piloting a project in Eugene, not setting up a UI call center before the infrastructure is in place and bringing up one center at a time.

## **Regulatory Reform/Business Registry**

On February 20, 2003, Governor Kulongoski initiated Executive Order EO 03-01 to streamline regulatory agencies in their dealings with Oregon businesses. To comply with this directive, regulatory agencies will review their processes to reduce regulatory burdens without compromising service standards. Pat Allen heads up the Office of Regulatory Streamlining with the Department of Consumer and Business Services. Pat will assist agencies to develop an improved customer service plan while partnering with business, stakeholders and the public to evaluate the impact of current and proposed regulatory changes. His office will provide a tool box for agencies and will measure agency performance. Focusing on state processes, Pat's objective is to make it faster, more flexible and cheaper for business to work with state agencies. A statewide satisfaction survey will roll out to assess business's level of satisfaction with regulatory functions.

On June 20, 2003, Pat will bring three business representatives together with some regulatory agencies to refine a map streamlining processes. The meeting will also allow regulators to see how business works with each of the regulators.

In early July an all state database will provide state agencies with the information on businesses they work with. The information will include the same information that is provided about an individual in a telephone book, i.e., the business's name, address and telephone number, state-generated common identification number, nature of business (North American Industrial Classification System number), ownership type, and entity

type. The creation of a Central Business Registry will allow all agencies access to specific information about a business. The Department of Labor (DOL) has a regulation disallowing the sharing of employer information. However, the department believes that it can share minimum employer information and the employment codes for the business without violating the DOL confidentiality regulation, thus, allowing this information into the statewide database permitting other agencies to access the information through the Corporation Division and stop duplicative requests for information. An employer's wage, payroll and federal business ID number will remain confidential information. (The Department has since learned that the DOL has no objections to the language.)

Pat asked if the Council could support the sharing of an employer's information as described above.

Decision: After a brief discussion, the Council had no opposition in allowing the addition of employers' information as described to the statewide database

### **WIA Reauthorization**

Marc Perrett presented information on reauthorization of the Workforce Investment Act (WIA). HR 1261, national legislation to reauthorize the WIA, passed the House on May 8, 2003. Some tweaking and hold harmless clauses were made to keep states from losing funding. Oregon was one of those states that would have lost funds. The bill will move to the Senate some time in June. Since it does not have bi-partisan support, the bill likely has less than a 50% chance of being passed this year. Most states have concerns about HR 1261 while local boards, services providers and counties support it. Personal Reemployment Accounts are included in HR 444 but have limited political support.

Marc thanked the Council for the letters they sent to Senators Smith and Wyden and added that he will be asking help in keeping Senator Smith's office up to date on the department's needs.

Assignment: Sam asked that the Oregon Employers Council (OEC) receive updates on WIA reauthorization. Gwyn suggested that Marney Roddick, OEC Coordinator, receive copies of the Council minutes so that she may distribute them.

### **Legislative Update**

Since Tamara had difficulty connecting by telephone to provide a legislative update, the Council discussed a letter Tim Nesbitt sent to Senator Peter Courtney proposing further extension of UI benefits.

Senator Peter Courtney and Tim are developing legislation to extend Oregon Extended Benefits. Tim explained that activating Oregon Additional Benefits could trigger Oregon Additional Benefits for 6 and 1/2 weeks through June 30, 2004.

Frank Richey explained that keeping under a \$126 million withdrawal from the Trust Fund would keep employers in schedule five for 2004. The current projected gap to stay in schedule five for 2005 is \$190 million.

Decision: After a lengthy discussion, the Council chose to continue Oregon Extended Benefits through September with an additional 2 weeks and through July 2004 with an additional six and one-half weeks.

### **Retirement's Effect on the Department**

Sheryl Warren, Assistant Director for Human Resources and Administration, shared some statistics on the department's recent retirements. Although the department has had more retirements during the 2<sup>nd</sup> quarter of 2003 (53) than in 2002 (25) the total number of employees retiring has not met the projected number. The largest number (13) of employees to retire by the 2<sup>nd</sup> quarter of 2003 was Business and Employment Specialists. Managers (10) were the next highest group to retire in the 2<sup>nd</sup> quarter of 2003.

Gwyn asked if extra measures were being taken in employee development. Sheryl noted that the Human Resources Training Unit is more aggressive in assisting employees to build a career ladder.

The meeting adjourned at 11:05 a.m.