



**Advisory Council Meeting Minutes  
December 15, 2005**

**Members:**

**Gary Barnes**

*Northwest Food Employers, Inc.*  
Business

**Diane Boly**

*Boly/Welch Inc.*  
Management

**Al Dorgan**

*United Steelworks of America*  
Labor

**Faith Dubin**

*Serena Software*  
Public

**Margaret Hallock**

*Wayne Morse Center for Law and Politics*  
Public

**Gwyn Harvey, Chair**

*Oregon Workforce Investment Board*  
Public

**Sonja Henning**

*Tonkon Torp LLC*  
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

**Vacant**

Management

**Present**

Diane Boly, Tom Chamberlain, Al Dorgan,  
Faith Dubin, Gwyn Harvey, Sonja Henning (via  
Telephone), Linda Rasmussen, and Patrick Smith,

**Not Present**

Margaret Hallock and Lisa Trussell

**Employment Department Staff**

Tamara Brickman, Donna Gould  
Greg Hickman, and Debbie Lincoln

**Place**

Employment Department Central Office  
875 Union Street NE, Rm 305  
Salem, OR 97311

The meeting began at 9:00 am.

## COUNCIL BUSINESS

**Gwyn Harvey**—Welcomed all to the meeting and called for introductions of those present.

**Tamara Brickman**—Announced that **Kathy Nishimoto** (Duckwall and Pooley, Hood River) will join the Advisory Council as a new member in January. **Tom Chamberlain** (AFL-CIO) also officially begins his tenure with the Advisory Council in January, replacing Tim Nesbitt. These new memberships leave the Advisory Council with just one management vacancy.

## STRATEGIC PLAN DEVELOPMENT UPDATE

**Greg Hickman**—Provided information about efforts to date which have brought the Employment Department's 03-05 Strategic Plan to fruition. The Executive Team membership has adopted a strategic planning process using valuable lessons learned from the 03-05 planning efforts. This process will benefit the agency as it prepares its 07-09 budget and legislative concepts.

The Executive Team has begun work on the agency's 07-09 strategic plan using its newly adopted strategic plan process. Agency employees were surveyed in October. Division leaders were empowered to give vision and focus to their respective divisions. Strategic Plan initiatives were drafted and submitted to the Executive Team at the first of November, and members have continued to refine these draft initiatives over the past few weeks. Tomorrow (December 16), the Executive Team will meet again to reach consensus about what exactly is the agency's plan for 07-09. These initiatives take into consideration budget projections and potential political climates. The agency Director has authority to change initiatives based on realities that come upon us.

Executive Team members will visit all employees during the week of January 23, ensuring that everyone has a good understanding of the draft plan. All comments on the plan will be assessed in February. By March 31, 2006, the agency's strategic plan will be finalized and published.

The Employment Department would like input from the Advisory Council prior to finalizing the strategic plan. We plan to provide Advisory Council members with copies of the draft in January. The draft plan will also be shared with the Workforce Policy Cabinet.

**ACTION:** The draft Employment Department 07-09 Strategic Plan will be provided to Advisory Council members in January, in order to receive their input prior to finalization. The draft will be discussed at a combined Strategic Plan/Legislative Concepts meeting in February 2006.

## CHILD CARE UNIONIZATION EFFORTS

Around the country, AFSCME and AFL-CIO have been looking at organizing child care providers. **Debbie Lincoln** met with Ken Allen (DHS) and some of his representatives from AFSCME, and they have an organized group of about 25 providers who would like to meet with Employment Department/Child Care Division leadership regularly. Because all issues of interest to them are currently being addressed by a variety of already existing committees (professionalization, health care training, etc.), Ken's group agrees to work with these existing committees. The agency is very optimistic that these efforts will result in positive things for child care providers, who mostly want advocacy—the ability to have a group support them in legislative matters.

**Tom Olsen**, Child Care Division Administrator, is the Employment Department's point person on this issue, with **Kathleen Hynes** as his back-up. It is not anticipated that these efforts will consume much in the way of resources from OED or CCD, other than staff time. And these efforts could result in a good avenue to coordinate legislation.

## LEGISLATIVE CONCEPT DEVELOPMENT

**Tamara Brickman** plans to meet with the agency's Legislative Team (L-Team) next week to review ideas that have been submitted from other sections of the department. These legislative concepts will then be distributed to the Advisory Council to determine whether to forward them to the Governor's Office. If Advisory Council members have ideas to bring to the table—things that are working or not working at the Employment Department, Tamara would like to coordinate those items as well.

Following are legislative concepts currently under development:

- Confidentiality—revamping the confidentiality statute
- Subject Employers—hasn't been amended since 1981 and the issue of wages needs addressed
- Potential Child Care Initiatives—Educating legislators about the importance of child care to employment issues and working families. A report will be sent to all Advisory Council members for reference.

In developing task forces to address legislative concepts, Tamara seeks input from managers internally and from the field. Many know where “fixes” need to immediately occur.

## TASK FORCE ON WORK FORCE TRAINING & UNEMPLOYMENT INSURANCE

In January, **Tamara Brickman** will begin staffing a task force designed to examine issues related to workforce training programs and their funding mechanisms. Membership in this task force is very diverse, and Tamara expects to hear creative ideas and varying perspectives regarding the use of unemployment insurance funds and other funding ideas for job training programs. Tamara explained that it will be most important to establish solid criteria against which potential UI diversions would be viewed.

Advisory Council members will be placed on an Interested Party list, and are welcome to attend any of the task force meetings.

## OED DIRECTOR UPDATE

**Debbie Lincoln** expects an official announcement of a new agency director by the end of this week. The person selected is from State government, and Debbie is extremely pleased with the choice. As soon as an official announcement is made by the Governor, Debbie will e-mail the name to all Advisory Council members.

Debbie praised the agency's Executive Team, calling them "the most incredible bunch." She described her team as dedicated, incredibly competent people who are recognized nationally for what they do. This group has bonded well, and supports each other—showing a willingness to share their resources to help one another be successful.

Debbie thanked the Advisory Council for their participation, indicating that it has been important to her as Director knowing Council members were there to support the agency.

Gwyn described her appreciation for Debbie's leadership, and indicated that it is good to see the Employment Department become an agency that looks to the future. "The agency is better for having you serve as Director," she stated.

## CLOSING BUSINESS

The next Advisory Council meeting will be held on Wednesday, February 15, from 11:00-1:00. The agenda for this meeting will include a review of the Draft 07-09 Strategic Plan and 07-09 Legislative Concepts. In addition, it is expected that the Council will be able to meet the new agency Director.

Other meeting dates in 2006 (all are scheduled to run from 10:00-12:00): March 16, June 15, September 21, and December 14.

Suggested March agenda items: (so far)

- Independent Contractor Rules
- Update on Task Force on Work Force Training and Unemployment Insurance
- Federal Legislative Update

**Action:** Tamara will send an e-mail to Advisory Council members with future meeting dates and times.

**OTHER**

Oregon Business Council Forum—Debbie described as a place where the real “movers and shakers” in the corporate world determine what to do with Oregon’s future. A handout was provided, and Debbie encouraged Council members to attend this forum if possible. This year Child Care is on the agenda, in conjunction with another initiative led by Lucy Baker. Debbie appreciates Ms. Baker’s determination and her inclusion of the Employment Department/Child Care Division. Information about the forum will be reported at the February meeting.

Meeting adjourned.