

Oregon Employment Department Advisory Council – Meeting Minutes							
Date/time:	November 5, 2021 1 p.m. to 5 p.m.						
Location:	Click here to join the meeting Zoom platform						
Attendees:	P (Present) A (Absent) S (Substitute)						
p	Paloma Sparks	p	Tom Cusack	p	David Gerstenfeld	P	David Genz
p	Haley Alves	p	Kenechi Onyeagusi	P	Jeannine Beatrice	P	Tara Morrell
P	Kurtis Barker	p	Catie Theisen	P	Rebecca Nance	P	Lindsay Leahy
P	Robert Camarillo	P	Laurie Westenberg	P	Anne Friend	P	Mike Smith
p	Marc Chrismer	p	Royce Williams	P	Bob Uhlenkott	P	Karen Humelbaugh

AGENDA

	Topic	Presenter	Minutes on topics
1.	Call to Order	Paloma Sparks	1:02 pm Paloma called the meeting to order.
2.	Welcome & Self-Introduction	Acting Director David Gerstenfeld & Deputy Director Jeannine Beatrice	<p>David introduced himself and gave his professional background and his history with OED. He thanked everyone for serving on the council, and is looking forward to the thoughts and ideas of the council. Gave an update on the growth and work of the agency since the pandemic hit.</p> <p>Jeannine introduced herself and gave a brief overview of her professional background.</p>
3.	Staff Introductions	Rebecca Nance & Anne Friend	<p>Anne gave introduced herself and reviewed her various roles with OED.</p> <p>Rebecca introduced her relayed her experience with workforce agencies in both Alaska and Oregon, and that she staffed the council when last with OED.</p> <p>OED staff in attendance introduced themselves and gave a brief descriptions of their respective professional backgrounds and experiences.</p>
4.	Member Introductions	Council members (3 min each) <ul style="list-style-type: none"> Paloma Sparks (she/her) Employer Representative Haley Alves (she/they) Employee Representative 	<p>-Paloma described her involvement with OED and service on the PFLMI Advisory Committee, as well as her work with OBI. This is her second term.</p> <p>-Haley is a union carpenter, and is excited to learn and contribute as a council member. UI has a huge impact on union carpenters as they work themselves out of work. This is their first term on the council.</p>

		<ul style="list-style-type: none"> • Kurtis Barker (he/him) Public Representative • Robert Camarillo (he/him) Employee Representative • Marc Chrismer (he/him) Employer Representative • Tom Cusack (he/him) Public Representative • Kenechi Onyeagusi (she/her) Employer Representative • Catie Theisen (she/her) Employee Representative • Laurie Westenberg (she/her) Employer Representative • Royce Williams (he/him) Employee Representative 	<p>-Kurtis was reappointed to the council as a public member, previously served as chair, and works is the Self-Sufficiency Director for Siletz Tribal government.</p> <p>-Robert is the Executive Secretary for Oregon State Building Trades and Construction Council, and is a new council member. Members rely on UI in-between jobs. First-time member, he is excited to serve.</p> <p>-Marc is with Tillamook Creamery, and serves as legal council. He is serving his first term as an employer representative.</p> <p>-Tom has worked primarily in housing. Talked about his history with UI, worked for HUD, and served as former HUD director in Oregon. Currently he writes the Oregon Housing Blog. He is a first term member.</p> <p>-Kenechi is with PBDG trade association for female and BIPOC entrepreneurs in construction. Interested in focusing on equity. Her first career was in commercial banking. She is a new appointee to the council.</p> <p>-Catie is with the Oregon AFL-CIO, and is serving her first term on the council. Excited to work with the Council and department.</p> <p>-Laurie is the controller with Madden Industrial Craftsman, a manufacturing staffing company. Fairly new to staffing business, and is an accountant by trade. She is excited to serve on the Council.</p> <p>-Royce is an associate attorney with Brisbee and Stockton, and is excited to be part of the council.</p>
5.	Council Organization	Council Members	<p>Council members discussed the vice chair and chair positions for the council.</p> <p>Paloma for Chair and Catie for Vice-chair. Vote for Chair and vice-chair: Robert Camarillo moved to appoint Paloma Sparks as the chair and Catie Theisen as vice-chair. Marc Chrismer seconded the motion. No discussion followed. Motion carried unanimously.</p>

6.	<p>Department Overview</p> <ul style="list-style-type: none"> • Paid Family Medical Leave Insurance (PFMLI) • Workforce Operations (WO) 	<p>OED Staff:</p> <ul style="list-style-type: none"> • Karen Humelbaugh • Tara Morrell 	<p>PFMLI – Karen gave a history of how PFMLI has been developed across the US and where Oregon is at with development of our program. Karen also gave an update on the timelines for standing up the PFMLI program. Karen gave an overview of who is and isn't covered and the continuing conversations that are happening around program development. Gave a brief update on the status of rulemaking and what is next for PFMLI.</p> <p>Karen walked through a powerpoint presentation that will be available online after the meeting.</p> <p>Because of the pandemic the department requested to change the statutory implementation dates during the last legislative session. The legislature agreed, so contributions will begin in January of 2023, with the first benefits and small business grants being issued in September of 2023.</p> <p>Robert asked about contributions – Karen confirmed that it is a shared contribution between employer and worker. The employer withholds out of the workers wages; workers pay 60% of the contribution, and employer pay 40%.</p> <p>WO- Tara gave an overview of Workforce Operations and how they engage with helping Oregonians with partners like WorkSource Oregon. Explained the vision of the division. Tara also explained the job services that WO provides to Oregonians in 9 different regions throughout the state. Tara described how WO adapted to the pandemic. Tara described the RESEA program. Further described the different avenues we use to help people get re-employed including who we partner with and how those partners help us assist both employers and job seekers. The website has recently been updated to have an online scheduling tool.</p> <p>Tara walked through a powerpoint presentation that will be available online after the meeting.</p>
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<ul style="list-style-type: none"> • Research 	<ul style="list-style-type: none"> • Bob Uhlenkott 	<p>Kenechi asked about where workers who are looking to transition to a new career would fall into the spectrum of services. Tara talked about partnerships and coordinating services for these individuals – this would be part of the natural conversation that would happen when an individual comes into WorkSource Oregon.</p> <p>Kenechi commented about the hesitancy of some people to return to work and asked about the strategy to motivate people to seek employment and asked if there have been conversations around this topic? Tara explained what WO is doing to address these issues, including creating new and innovative ways of outreach and learning about individual motivation. David Gerstenfeld added more information about some of the barriers that are holding people up from getting back to work. These strategies including meeting one-on-one with individuals to determine barriers (WorkSource); trying to understand what’s going on in the labor market (Research), identifying the barriers and offering re-employment services (WorkSource), and providing UI benefits to tide people over between jobs. There is also a UI integrity piece – if someone just doesn’t want to go back to work but has the opportunity to work, they should not be getting UI benefits.</p> <p>Robert asked about how job seekers engage without being able to go online because we cannot offer in-person services. Is there any talk about offering free-internet or other ways to offer services. Tara explained that offices are open and we have computers available for public use. We have not replaced in-person but options have been for customer engagement – options have not been removed.</p> <p>Rebecca Nance mentioned that the Regional Solutions Advisory Councils have been discussing the broadband access issues especially in more rural parts of the state. She indicated that OED has language services, and a Universal Access Coordinator who can assist in finding ways to serve anyone who wants to access our services.</p> <p>Research – Bob gave an overview of the Research Division’s organization and the things the division works on and reports on. Further explained the various</p>
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<ul style="list-style-type: none"> • Unemployment Insurance (UI) 	<ul style="list-style-type: none"> • Lindsi Leahy 	<p>statistics surrounding labor market information that research provides or develops, and performance outcomes of the division. Research was able to provide a variety of information in response to the pandemic. QualityInfo.org is the best place to mine workforce and economic data.</p> <p>Bob walked through a powerpoint presentation that will be available online after the meeting.</p> <p>Robert asked whether they captured any information on the construction industry and the kind of job losses during the pandemic and how they are coming back?</p> <p>Bob indicated that construction data was collected and construction is almost back to even, performed significantly better, and is bouncing back from the pandemic.</p> <p>UI – Lindsi gave an overview of what unemployment insurance provides and what programs were developed during the pandemic. Explained the three different areas within the UI Division and how each area works. Further explained how money is collected and how the funding works for the UI benefits. UI is a federally funded program that employers contribute to. Lindsi also highlighted the rapid and constant changes for the UI program during the pandemic.</p> <p>Lindsi walked through a powerpoint presentation that will be available online after the meeting.</p> <p>Tom asked whether there is a special time table, or work plan, to make the reports current and easier to use (Federal UI reports).</p> <p>To Tom’s question, Lindsi indicated that this is something we can look at streamlining, our focus had been elsewhere. If he has specific feedback, she is happy to hear from him.</p> <p>Budget- Mike outlined the 2021-23 Legislatively Adopted Budget. Mike explained how the agency budget is split to the different areas and the shared services groups. Gave an overview of the Administrative</p>
<ul style="list-style-type: none"> • Budget 	<ul style="list-style-type: none"> • Mike Smith 	

			<p>Business Services. Explained some of the context that goes into the budget, including that Oregon was able to keep the trust solvent during the pandemic. Mike broke down for the council the amount of employees working in the different areas within the agency, and the revenue sources that provide for UI benefits and agency operations. Mike also broke down which programs are using federal funds, general funds, and other funds, etc.</p> <p>Mike walked through a powerpoint presentation that will be available online after the meeting.</p> <p>Tom asked if there are potential provisions and funding available through the Build Back Better plan to assist the agency?</p> <p>David Gerstenfeld indicated that there is no current funding in the Build Back Better plan with the exception of the federal Paid Family Leave program. There is some proposed funding for legacy states (Oregon is a legacy state) for benefits and administration. We have been in discussions about this.</p>
7.	Public Meeting Law Overview	Anne Friend	Anne provided an overview of Oregon’s public meeting law. She walked through a powerpoint presentation that will be available online after the meeting.
8.	Public Records Law Overview	Anne Friend	Anne provided an overview of Oregon’s public records law. She walked through a powerpoint presentation that will be available online after the meeting.
9.	Legislative Update	David Genz	<p>David presented a high-level summary of the 2021 legislative session, the agency was tracking 344 bills, and 20 bills passed that impacted the agency. There was much interest on how OED was handling the UI program in light of the pandemic; the agency was well-represented, and we had many opportunities to provide information and clarity around UI operations.</p> <p>HB 3043 enabled access to DOR information to help with the administration of pandemic UI programs, this was an extension to a bill that gave the original access during a previous special session.</p>

			<p>HB 3206, gave us authority to us to use the special fraud fund, to fund the recovery of the overpaid lost wages assistance program.</p> <p>HB 3178, provides temporary increased disregard of earnings, allowing people to receive more in benefits while still working part-time.</p> <p>HB 3389, UI Tax Relief bill – Lindsi will be giving an overview.</p> <p>SB 172, UI benefit overpayment relief bill for claimants, helps us waive part of the overpayments if they were paid through no fault of their own.</p> <p>SB 495/496, increased UI benefits for certain types of school employees.</p> <p>HB 5007, our budget bill, lots of good conversations about our budget and what the agency needs are.</p> <p>HB 3398, extended the timelines for PFMLI, needed to adapt for the future given the aggressive timeline for developing the PFMLI program and the pandemic challenges.</p> <p><u>Upcoming legislative events:</u> Legislative days on November 15 through 18, 2021. We will be invited to House Business and Labor Committee to present with the Revenue department about the Interagency Compliance Network; and, to the Senate Labor and Business Committee where Lindsi and David Gerstenfeld will be presenting on the administration of UI during the pandemic as well as an implementation update on HB 3389.</p> <p>In 2022 legislative days are scheduled on January 11 through 13, and the short session is scheduled for February 1 through March 7.</p>
10.	<p>HB 3389 – UI Tax Relief for Pandemic Impacted Employers</p>	Lindsi Leahy	Lindsi gave an overview via powerpoint of HB 3389. This overview will be available online after the meeting.

		HB 3389 provides tax relief to employers while enabling Oregon to continue to have a stable and solvent UI trust fund.
11.	Public Comment Period	There were no public comments.
12.	Adjourn	The meeting adjourned at 4:15pm.

ACTION ITEMS

Action	Assigned	Date Due	Completed
Public Records and Meetings manual to be sent to AC members	Rebecca	By Dec. 1	
Add OED AC members to media release listserv	Rebecca	By Dec. 1	
Add OED AC member to Rulemaking Interested Parties list	Rebecca	By Dec. 1	

FUTURE MEETING TOPICS

Action	Assigned	Date Due	Completed
Summary of rulemaking actions	Anne	Feb. 2022 mtg	

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