

Board Meeting Minutes
December 14, 2016

Call to Order: Chairman Whitmore welcomed everyone and called the meeting to order at 12:24 PM.

Privilege of the Floor: Chairman Whitmore invited the WDB members to the privilege of the floor which was declined.

Approval of Minutes: Chairman Whitmore asked for corrections to or discussion of the minutes for the September 14, 2016, Board meeting. There were none. Chairman Whitmore next asked for a motion to approve the minutes. Mr. Hagemann made a motion. Mr. Schantz seconded. All were in favor.

Chairman Whitmore asked for corrections to or discussion of the minutes for the December 9, 2016, Executive Board meeting. There were none. Chairman Whitmore next asked for a motion to approve the minutes. Dr. McCoy made a motion. Mr. O'Driscoll seconded. All were in favor.

Correspondence: Executive Director Mayforth shared that she received a thank you note from Copenhagen Central School in regards to a presentation that she gave to the students on In-Demand Occupations.

Director's Report: Executive Director Mayforth discussed the Labor Market Profile for the area of the North County Region. Jefferson County, Lewis County, and the Watertown-Fort Drum areas were a main focus. A particular concern in these areas is that the labor pool is shrinking. The Jefferson-Lewis area encompasses 1/3 of the workforce in the North Country. The unemployment rate for Jefferson County and Lewis County combined is 5.7%. She stated that the participation rate in the workforce of those 65 and older has decreased. Mr. Hagemann inquired on the closing of the Tilted Kilt restaurant and the timing of the notice that was given to employees. Executive Director Mayforth responded that the dislocated workers of the restaurant are, unfortunately, not a priority for New York State at the time.

Recent events in the area were shared. Executive Director Mayforth discussed events such as the Youth Job Fair held on 10/5 at Jefferson Community College, the Mall Job Fair held on 10/19 at Salmon Run Mall, Manufacturing Day held on 10/13 which occurred at many participating businesses in both Jefferson and Lewis counties, the Makerspace and Program tour held on 10/17 at Clarkson University, the NYATEP Conference held from 10/24-10/27 in Albany, and Workforce 2020 held on 11/3 at the Watertown International Airport.

Executive Director Mayforth announced recent goings-on at The WorkPlace in Watertown. The New York State Department of Labor awarded The WorkPlace in Watertown with a Veterans Program Office Award for Program Year 2015. The award represents #1 in services to veterans. Another event that has recently taken place is that the outside marquee has been reinstated. The WorkPlace in Watertown will now have an additional way to advertise events. The marquee on the sign outside will advertise such events as open recruitments and resume and interviewing workshops.

Penny Avenengo, the new Principal Account Clerk for the Jefferson County Department of Employment and Training, was introduced to the WDB members. Ms. Avenengo has been with the department since July.

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Financial Report: Executive Director Mayforth discussed youth funding in Lewis County. She explained that to keep funding rates from year to year, a percentage of the already received funding must be spent to keep the program going and growing.

New Business:

Resolution #16-08 Establishing On-the-Job-Training (OJT) Minimum Wage

Chairman Whitmore asked for questions on the resolution. There were none. He then asked for a motion for approval.

Motion: Carole McCoy
Second: Stephen Todd
Approved: Unanimously

Resolution #16-09 Supporting the Grant Recipient as Youth Provider

Chairman Whitmore asked for questions on the resolution. There were none. He then asked for a motion for approval.

Motion: Fred Monaco
Second: Jody Pettit
Approved: Unanimously

Resolution #16-10 Defining the One-Stop Operator Role

Chairman Whitmore asked for questions on the resolution. There were none. He then asked for a motion for approval.

Motion: Jody Pettit
Second: John O'Driscoll
Approved: Unanimously

Resolution #16-11 Approval of Request for Information (RFI) for One-Stop Operator

Director Mayforth referred to prior email correspondence that advised members that if there was any conflict of interest, the member could not participate in the RFI process. The member would have to be excused from the room, so that they would not have prior knowledge of the RFI. No members indicated that they would be applying; and all members remained present. Director Mayforth passed out the RFI. Chairman Whitmore asked for questions on the resolution. There were none. He then asked for a motion for approval.

Motion: Bob Hagemann
Second: Matt Cooper
Approved: Unanimously

The RFI was collected after the members had voted.

Resolution #16-12 Appointing the Comprehensive Center in the Jefferson-Lewis LWDA

Chairman Whitmore asked for questions on the resolution. There were none. He then asked for a motion for approval.

Motion: Dale Stehlin
Second: Christine Rolfe
Approved: Unanimously

Resolution #16-13 Approval of Local Definition of Required Additional Assistance Barrier for In-School Youth and Out-of-School Youth

Chairman Whitmore asked for questions on the resolution. There were none. He then asked for a motion for approval.

Motion: George Anderson

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Second: Lynn Murray
Approved: Unanimously

Round Table Discussion & Questions: Chairman Whitmore announced the beginning of the roundtable discussion and requested that members share challenges that may be of concern heading into the new year 2017.

Mr. Monaco shared that his concerns include health insurance, teacher shortages, and the future of common core.

Mr. Sheppard stated that it has been challenging finding out-of-school youth to participate in funded programs, and that the in-school youth program could use additional participants.

Dr. McCoy stated concerns of federal changes affecting schools, Title IX issues, social issues and unfunded mandates. She believes that the uncertainty surrounding most of these issues may be causing a split between state and national “mood”.

Mr. Murray reported concerns in changes in health insurance and immigration reform. He referred to immigrants comprising approximately 50% of the labor force on working farms.

Mr. Todd discussed concerns with the teacher shortage, the need for superintendents at local area schools, and undetermined federal funding.

Mr. O’Driscoll mentioned that building trades and organized labor may have issues with labor coming in the new year. He thanked The WorkPlace staff for their assistance in the apprenticeship program at the local IBEW. Books, laptops, and tools were able to be purchased for the online learning portion of the apprenticeships.

Mr. Stehlin voiced concerns on labor and apprenticeship issues. Recently, 15 people were signed up to interview for an internship with the local Bricklayers. Of the 15, nine people confirmed, and eight reported to the interview. Mr. Stehlin will soon be meeting with the NYSDOL in regards to the need for women in this trade.

Mr. Hagemann stated that most aspects of life are dependent on a strong economy. He expressed concern over how the mandated minimum wage will discourage the development of small business.

Mr. Schantz shared concern over the mandated minimum wage increase and how that will affect overtime pay. He also expressed displeasure to the increase of wages for employees participating in the On-the-Job-Training (OJT) program. He predicted inflation rates rising in the future

Ms. Rolfe stated that the Canadian exchange rate is continuing to affect local business.

Ms. Pettit explained concerns about the Canadian exchange rate, healthcare, and minimum wage. She is currently looking at ways to cut costs in other aspects of business.

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Ms. Watson discussed potential changes with the Affordable Healthcare Act and the effect that the increase in minimum wage will have on the local manufacturing business. She also mentioned that she is having difficulty recruiting employees.

Mr. Anderson stated that he believes that the construction industry will be coming back in the new year, which will positively affect the energy industries, such as gas and oil, due to the increase in machinery purchases. He also mentioned that it is difficult find employees due to the labor pool being shallow. He shared that November and December have been his busiest months this year.

Mr. Cooper stated that in regards to the local infrastructure and construction, some state funding will be received and will be beneficial to the water and sewer systems and the bridge and road programs.

Chairman Whitmore expressed concerns with changes in health insurance and minimum wage.

Executive Director Mayforth shared that the “compression issue” is due to the minimum wage hike which results in a decrease in the number of staff that a business can support. She shared that the number of dislocated customers seen at The WorkPlace is down. She discussed the new Enhanced Job Search program at The WorkPlace in which attendees learn job skills and a renewed focus on entering self-sustaining employment. She also invited businesses who are struggling in finding employees to hold open recruitments at The WorkPlace. Social media is an important part of the open recruitments as the events are advertised on both the Facebook and Twitter pages of The WorkPlace.

Ms. Munson added that she has been impressed by the number of employers who have been reaching out to recently dislocated workers in the area in hopes of absorbing them into new employment.

Next Meeting: The next meeting is scheduled for Wednesday, March 22, 2017 at the Hilton Garden Inn at 7:45AM.

Adjournment: Chairman Whitmore asked for a motion to adjourn the meeting. Ms. Pettit made the motion. Mr. Schantz seconded the motion. All were in favor. The meeting was adjourned at 1:30 PM.

Attendance:

George Anderson	Carole McCoy	Jody Pettit	Dale Stehlin
Matthew Cooper	Fred Monaco	Christine Rolfe	Stephen Todd
Robert Hagemann	Lynn Murray	Michael Schantz	Kathy Watson
Cheryl Mayforth	John O’Driscoll	Patrick Sheppard	Peter Whitmore

Others in Attendance:

Penny Avenengo	Tim Maloney	Corrie Peckham
Julie Daniels-Alguire	Angel Munson	