

SEMCA WORKFORCE DEVELOPMENT BOARD
Thursday, August 4, 2011, 2:00 p.m. – 4:00 p.m.
SEMCA, 25363 Eureka Rd., Taylor, MI

TELEPHONE CONFERENCE

MINUTES

Members Present

Charlie Mahoney (On-Site)
Robert Schnieders
Maureen Henson
James Calgie
Molly Luempert-Coy
James Flanegin
Thomas Perkey
Paul Szilagyi
Frank Lopez (On-Site)
Melinda Torbett
Alan Anderson (On-Site)
Connie Carroll
Naheed Huq

Alternates Present

Mary Bugeia
James Larese
Carol Demeter

Members Absent

Rory Gamble/Leigh Kegerreis
Brian Gilbertson
Gerald Hesson
June Knabusch-Taylor
Bryce Kelley
Chris LaJoy
Susan Orchard
Douglas Williams/Patricia Smith
Sheryll Rodgers

Staff Present

Gregory Pitoniak
Tamara Lamper-Norrix
Ruth Sebaly
Paul Duford
Susan Corey
Bill Hellar

Guests

Ray Kelly - DTE Energy

Call to Order

Chairwoman Mahoney called the meeting to order at 2:09 p.m.

Roll Call

Roll call was taken and a quorum was present.

Public Comment

No public comment was made upon request.

Approval of Agenda

**MOVED by Torbett to approve the Agenda of August 4, 2011 as presented, supported by Lopez.
All voting aye, motion carried.**

Approval of Minutes

MOVED by Anderson to approve the Minutes of May 18, 2011 sent on August 3, 2011 as presented, supported by Szilagyi. All voting aye, motion carried.

Approval of Disruptive Behavior and Non-Compliance Policy

Sebaly reviewed the policy. The contractor network wanted to have a consistent policy to guide their actions and Sebaly stated it will also help her in her position as the Grievance Officer for SEMCA. SEMCA obtained policies from four other Michigan Works agencies and took pieces from each of theirs and tweaked the policy to fit SEMCA's needs. There are three separate components (All Programs, WIA Programs and JET Programs) because each program has different requirements as they refer to disciplinary actions.

Henson asked if customers were drug/alcohol tested due to Item 7 under "All Programs" on Page 2. She suggested that the wording may need to be changed because although "use and possession" is clear, the wording "under the influence" may be hard to prove without testing. Henson also suggested that she finds it helpful to have a pictorial flowchart that shows step-by-step the process be attached to the policy. Sebaly pointed out the typo "B" which will be changed to "C" on Page 2 in the final version. Henson stated she would send Ruth an email with her Disruptive Policy language. Perkey stated that it would be cost prohibitive to do drug testing and questioned whether we had the right to test customers, suggesting that the wording should probably just be changed.

Henson further stated that the wording should also be changed for Item 6 under "All Programs" on Page 2. If a customer legally possesses a CCW permit it needs to be in the policy that they are still not allowed to bring that weapon on the premises. It was questioned whether we can legally prohibit a customer on the premises that has a CCW permit. Henson stated that some of the hospitals are dealing with the same issue. There are 53,000 CCW permits in the County of Wayne alone. She suggested that it should just say that "Weapons are not permitted."

Pitoniak suggested that we approve the Policy with the understanding that Items 6 and 7 under "All Programs" on Page 2 be rewritten with proper legal guidance and will bring it back to the Board next month to show you the changes and make sure they meet your approval. We will also provide a flowchart of the process.

Huq inquired as to whether there has been an increase in disruptive behaviors. Complaints have dropped drastically in the last eight months; however, on occasion we do have those behaviors that are disruptive to other customers. Huq also inquired if there are any consequences for these behaviors by withdrawing services. Sebaly explained that SEMCA does not withdraw services but gives their customers the option to work with another center. It would have to be an extreme case where they would be terminated from the program.

MOVED by Perkey to approve the Disruptive Behavior and Non-Compliance Policy with the knowledge that legal counsel will research and strengthen the language to Items 6 and 7 under All Programs on Page 2, supported by Coy. All voting aye, motion carried.

Approval of Board Member Recommendations to the SEGA Board

SEGA makes the final approval of all board members to the SEMCA boards. Sheryll Rodgers of MRS is requesting that we obtain approval for her alternate Merretta Weddington for the WDB Board and the EAG Board is requesting approval of William Dunbar, Dean of Occupational Programs and Economic Development for Schoolcraft College as the Post-Secondary Representative replacing Sherry Zylka.

MOVED by Szilagyi to approve the recommendations to the SEGA Board of William Dunbar, Schoolcraft College – EAG Board and Merretta Weddington as Alternate for Sheryll Rodgers, Michigan Rehabilitation Services – WDB, supported by Lopez. All voting aye, motion carried.

Funding Updates

Pitoniak stated that currently there is so much uncertainty with SEMCA funding. Although the State has adopted its budget for next fiscal year, there is still uncertainty for those programs tied to federal funding. All funding is subject to the outcome of the most recent deficit reduction agreement and what will happen with the super committee in terms of the budget cuts that could be imposed or decided upon in the next couple of months. Pitoniak reviewed the SEMCA Michigan Works Program Funding Overview.

- SEMCA's more stable funding would include training under Trade Act; Jobs Education Training (JET), however the new 48-month limit imposed by the State on Welfare customers losing cash assistance will bring more customers into the service centers each month; Michigan Prisoner Reentry Program (MPRI) now renamed Prisoner Reentry (PR); WIA Youth, which was essentially unchanged with a very modest reduction that combined with carry-over has little change for this upcoming program year and Employment Services (ES), the front-end services in our One Stop Centers.
- Those funding streams where there is more uncertainty or may have already endured cuts are primarily tied to the Workforce Investment Act Adult and Dislocated Worker funds. The regular formula funding for WIA Adult and Dislocated Worker has been cut drastically. There is no longer any Recovery Act funding. The State Action Grants (SAG) will be minimal in the coming year.
- Pitoniak reviewed the SEMCA's Employer Incumbent Worker Training (IWT) Report for the past two-years to show how many employers and employees benefited from this program. The new PY provided no specific allocation for IWT.
- Pitoniak advised the Board that Detroit Workforce Development did find a way to keep the Michigan Avenue One Stop open that was recently reported to be closing in Crain's. It will run with limited services and limited hours.
- Training dollars for new starts are limited to a few programs, and each one has eligibility requirements that the customer must meet to qualify. The current long-term training obligations must be met before new trainings can begin again.

Anderson inquired as to whether these cuts will affect staffing at SEMCA. Pitoniak stated that those individuals hired under Recovery Act funding have been notified that their positions are being eliminated in September, which included two full-time employees and two contractual staff. SEMCA is in good shape through this fiscal year ending September 30, 2011, however Pitoniak must present a balanced budget to the SEGA Board next week for FY 2011-2012 and there is potentially some impact. Anderson also inquired if it will affect the One-Stop Centers. Pitoniak stated that not at this time will the

centers be affected at least until next June, unless something happens with the deficit reduction agreement or with the super committee.

WIA Gold Update

WIA Gold was stalled and probably tied to the budget issues. It is tentatively scheduled to start in November.

COA Update

Sebaly reported that the Self-Study was submitted. The Peer Review Team's initial response was received with three very minor items, one being immediately challenged and dismissed. Sebaly has tweaked the two remaining items and the review team will be completing their site visit on Sunday, August 28, 2011 through August 30, 2011. They will be scheduling interviews with the Board Chairs, Vice Chairs and one other board member during their visit.

EAG Update

EAG will be meeting again in the fall. A meeting with Greg, Charlie the EAG Executive Committee and Community College representative will be scheduled in September.

Program Updates

WIA Youth

Duford mentioned that the Foster Care Summer Youth Program has occurred. We have met our enrollment goals with 47 youth working through September 15, 2011.

WIA/ES/TAA/Incumbent Worker

- Corey just wanted the Board to make sure they review Agenda Item 12, the Incumbent Worker Projects and their successes.
- Kelly of DTE stated that Corey has been very instrumental and thanked the support folks behind her for their work in getting the DTE project off the ground.
- Pitoniak reiterated SEMCA's continued leadership in the state on improvements and change for the JET program with our expertise in data collection, data analysis and measurement of performance. Bill Hellar and Dan Martinez have just completed a week-long Kaizen process in Lansing with representatives from DHS management, MEDC staff and other MWA's.

New/Old Business

Mahoney will get with Henson regarding the subcommittee for the Strategic Plan.

Adjourn

MOVED by Anderson to adjourn the meeting, supported by Huq. Meeting adjourned at 2:55 p.m.

Respectfully submitted,

Tamara Lamper-Norrix
Executive Assistant - SEMCA