

SALT LAKE & TOOELE EMPLOYER COMMITTEE
ANNUAL RETREAT
Wednesday, October 7, 2009
Utah Transit Authority
3600 S 700 W, SLC UT 84119

Attendees: Debbie Pazos, Ann Marie Wood, Tracy Taggart, David Heier, Brent Anderson, Craig Sandberg, Julia Bench, Jill Boyle, Jeff Ereksen, Brent Anderson, Laurie Adair, Joe Tate, Kim Lam, Vicki Giesler, Laurel Morris, Faye Martell, Tala Lakin, and Amber Adams.

Excused: Sean Morris, Jennifer Bastian, Amy Davis, Christine Kronkow, Jared Smith, James Glade, Sarah Gloyn, Roberta Williams, and Donna Gonzalez.

Paul welcomed the group and recognized DWS staff for the work they put into the event. David Heier led the group in a get to know you activity. Laurel introduced Mark Knold, Chief Economist for DWS.

Presentation – Labor Market Update-Mark Knold, DWS Chief Economist

We've been in a recession since Dec 2007. Utah won't get out of this till the whole nation does. It melts down to the entire financial system. It can take five years to recover from a recession. The recession came in two phases: The housing market and the stock market crash of late Sept 2008. At that point it spread nation wide. An emerging positive is that we've moved into the beginning of the end of the downturn, though we still have a long process ahead of us. Once economy starts to recover, the feds will try to make it move slowly to prevent inflation. There is still a lot of job turning happening in this economy, which is helping in the recovery process. At times national recessions haven't affected Utah, but this last one has. The healthcare industry is still doing well. That's because it's local by nature and can't be sent anywhere. This is also true for education. In the US baby boomers dominate the labor force, but in Utah 25-35 year olds are more prevalent. A worker vacuum has been created as boomers have moved beyond the low paying, low skilled jobs. We're only using 65% of our production capacity. Utah calculates to have bad wages because it has different demographics with the bulk of the workers being younger and less experienced. The housing prices went down 15-30% in Utah. We must ask what the price of a house is in relation to one's income and in relation to renting. In Utah, earlier this year the Salt Lake area was significantly over valued. Knold feels that in Utah it's getting closer back into balance.

While North Dakota and DC have the most job growth, the rest of the states are losing job growth. Utah's job loss was less than 5% and the Unemployment rate is the fourth lowest in the nation. In comparison to Utah's 6%, Michigan is at 15%. Knold suspects that our UI rate is higher than the numbers show. To be calculated into the UI rate, one must be actively looking for job. A younger population might crash at moms or go back to school. Older populations might pursue work more vigorously as they are supporting families. Knold concentrates on job loss more than UI rates. The UI rate goes up when the idle people start looking for jobs. The consumer must feel good about spending before the economy recovers. There is still much consumer timidity.

How did we get here? Money was lent to people it shouldn't have been lent to. Starting regulation is the answer. In 2006 the largest corporation in relation to assets held was Fannie Mae. Now it's a three-tiered borrowing system: Lender-Borrower-Government. Real estate started being packaged on Wall Street and risk got ignored. Risk must not be feared, but must be respected. Fannie Mae's standards dictated was would be

going on. Politicians pressured them to lower standards. The problem is that standards were lowered not just for targeted groups, but also for everybody.

Good note ending: Population growth stimulates economic activity.

Joe Tate introduced Sorenson Communications: The company mediates real-time communications for the deaf. It has centers in large metro areas. An interpreter sees a deaf caller and interprets for the call recipient and vice versa. It also has a video-to-video service for deaf to deaf callers. Taxes pay for this service. The company has a high profile in the deaf community. In Utah Sorenson is the highest employer of deaf. It's also ranked high nationally. Joe is the HR director. The headquarters are in SLC at 4500 S and Riverboat Road. Due to growth, a new building was erected across the street. It's the industry leader. Sorenson has grown from 500-5,800 employees. It has another large facility in Price that uses IP relay. The average starting wage is \$22-\$27 an hour for interpreters. The communications assistance people start around \$10-\$12 an hour. Average wage increase was 3.5% during the past year. Sorenson is opening up doors for deaf people in US to work jobs they've never worked before.

Laurie Adair presented CB Richard Ellis: It is the largest commercial real estate firm in world. There are 100 employees in Salt Lake area. It is opening a new office on Main Street in January. It offers strategic advise for leasing, represents many Fortune 100 and 500 companies. The average starting wage is \$30-35K per year. Brokers are commission based. The average salary is over 100 K a year. Turnover is low at Richard Ellis. Laurie looks forward to committee involvement.

Debbie Pazos introduced Kelly Services: It is a placement agency with 650,000 employees and 3-4000 in Utah. It's a Fortune 500 company with the vision to be recognized as world's best staffing company. Debbie has seen a migration from temp positions to temp to hire positions. She has served on similar committees in every state she's worked in and likes hands-on educational opportunities this committee offers. At Kelly the average management tenure in Utah is 17 years and while Kelly may not pay the most, its employees are valued and taken care of.

Presentation Mike O'Brien-Legal Updates:

You have to be part lawyer to do your job. He passed out "That Stinks" signs to use in our jobs. Prior to labor laws workers were exploited and workers burned out employers. There needed to be a level of protection for both parties. Today we're still living with the impact of the Civil Rights Laws. We're all in some type of protected class. Anytime a supervisor does something there's a risk of a claim being made. HR law is a lot about litigation. Now must know local and state laws of any place you do business. It's not just knowing the law, but it's also how well it's implemented. Must understand the game that's being played. More age claims are being brought up now. FMLA is a difficult law to implement; at it's common and vague. Employees have the right to talk to each other about terms and conditions of employment. (See attached PowerPoint for more information.)

SLTEC Future

Paul asked for people's thought and incites on the future of the committee. Where DWS is at effects where the committee will go. Laurel mentioned that other things besides the seminars to bridge connection between the Dept and employers. DWS can bring presentations about DWS services. Employers can share info within employer

network about DWS services. For example, DWS needs help spreading the word on creating opportunities for special populations groups.

The committee was divided into smaller groups and given a handout with a few questions to answer. The results were as follows:

- 1) What has worked well with the SLTEC Committee:
 - A. The seminars-They provide a low cost opportunity to network.
 - B. It gives DWS a sample of what is going on in the community-relationship building.
 - C. The on going networking that takes place at the morning (free of charge) workshops.
- 2) What changes need to take place with the SLTEC into 2010?
 - A. Get in line with the “demand driven” direction-how can the committee help in this effort? How can the committee help job seekers?
 - B. Relevant topics.
 - C. More information sharing.
- 3) What options are available to the committee to communicate the DWS objectives, goals, programs and services to public and private employers?
 - A. Know the needs of companies.
 - B. Members can provide referrals and networking
 - C. Members can staff booths at events
 - D. Create an online newsletter. Jill suggested videos with people giving information since people don’t like to read. Paul suggested committee members volunteer to write an article.
- 4) Do you feel we have an appropriate balance of companies on the committee? Any suggestions for additions? Education-U of U or SLCC or airlines.

Paul asked members to send ideas into him, Jennifer and Laurel as they occur. Laurel hopes to always be able to tap the committee for feedback.

A DWS Refugee Services Representative will be at Dec meeting. Also, the Committee members would like to hear more company highlights.

Tala invited members to participate in the Veterans Fair. Joe Tate is participating. Kim mentioned a refugee job fair at the Downtown Hilton on Oct 28th and a refugee conference on the 6th and 7th of November. Vicki mentioned the Workability job fair on Oct 28th, which is focused on educating employers on hiring those with disabilities.

The next meeting will be December 2nd at 7 am at Zions or Kelly.