

## **REGIONAL COUNCIL**

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### **ATTENDEES**

Bill Hulterstrom, Utah County United Way  
Brent Platt, Department Child & Family Services  
Britt Mathwich, Homestead  
Carie Mohacsi, Department of Workforce Services  
Clay Christensen, Mountainland Applied Technology College  
Dan Walker, Clyde Companies  
Deborah Van Leeuwen, Wasatch Community Foundation  
Gary Ashby, GHA  
Gifford Briggs, Big D Construction  
Jeff Lindstrom, Regional Council Chair  
John Talcott, Department of Workforce Services, Mountainland Region Director  
Joseph Miner, Utah County Health Department  
Julia Mohr, Child Care & Referral  
Julie Lay, Department of Workforce Services  
Karlyn Norton, Xactware  
Kendall Crittenden, Wasatch County Commissioner  
Lacey Cherrington, Checknet, Inc.  
Lynette Rasmussen, Department of Workforce Services  
Major Gerald White, Veterans Representative  
Pam Niece, Utah Valley Regional Medical Center  
Paul Kennard, Wasatch Economic Development  
Rickie Bryan, Union Representative  
Tara Connolly, Department of Workforce Services  
Tim Dye, Department of Workforce Services  
Todd Herbert, Todd's CDL Service  
Wally Trotter, Mountain View Hospital

### **EXCUSED**

Brian Christensen, Utah School Employees Association  
Darren Johnson, Division of Rehabilitation  
Gary Anderson, Utah County Commissioner  
Jared Ferguson, Provo School District/Applied Technology  
Jason Nielsen, Redmond Minerals  
Kip Bromley, Adult Education MATC  
Marlene Pelham, Farwest Bank  
Sam Jarman, Alpine School District  
Tim Dahlin, Park City Christian Center

### **ABSENT**

Beth Rowley, IM Flash Technologies  
Myla Dutton, Mountainland Community Action  
Randy Stocks, Brent Brown Automotive Group  
Todd Harris, Nu Skin Enterprises

### **WELCOME/APPROVAL OF MINUTES**

- Everyone was welcomed and appreciation was expressed to Wally Trotter, Mountain View Hospital, for hosting today's meeting.
- The minutes of April 30, 2008, were motioned by Britt Mathwich to be approved as written. Gary Ashby seconded the motion.
- The April 2008 minutes were unanimously approved.

### **INTRODUCTION OF NEW MEMBERS**

- Gifford Briggs is with Big D Construction located in Lindon, Utah.
- Major Gerald White, a Chaplain, is with the Utah National Guard, Draper, Utah.

### **FOOD DRIVE OPPORTUNITY**

- Tim Dahlin, Park City Christian Center, will be helping the Navajo people August, 2008. Food will be taken.
- It would be appreciated if any of your businesses would like to do a food drive.
- Needed
  - Canned meats
  - Soup
  - Vegetables (corn and peas in particular) tomatoes, pork and beans, etc.
  - Coffee
  - Cheese
  - Jello
  - Quaker Oatmeal
  - Baking powder
  - Salt
  - Etc.

### **VENDOR APPLICATIONS**

- Question: If the vendor meets the requirements, the Council has to approve?  
Yes.
- Practical Dental Assisting of Utah – Motioned for approval, Bill Hulterstrom, seconded by Joseph Miner. Approved.
  - Dental Assisting
  - Program costs: \$2,395
  - Placement wage: \$10-\$17 per hour
  - Ten week hands-on dental assisting course. Internship and books included. CPR training included.
  - Location: 389 West 600 North, Lindon UT 84042
- American Beauty Academy – Motioned for approval, Kendall Crittenden, seconded by Rickie Bryan. Approved.
  - Cosmetology/Barbering
  - Program costs: \$9,500
  - Placement wage: Commission
  - 2,000 hours instruction includes hair, basic aesthetics, nails. All tools and instruction are included in the above fee.

## **RECOGNITION**

- Carie Mohacsi was recognized for her outstanding customer service to Debi. Carie was Debi's counselor from March 24, 2006 until Debi moved to St. George UT in October 2007. The St. George employment counselor found Carie's past notes and narrations so complete and thorough that the counselor felt she knew Debi immediately. Never once has Carie denied help to Debi or the Employment Counselor. She has always been enthusiastic, concerned, and friendly. Carie has always followed up on any and all information communicated with/to her. Carie did not give up on the customer who called Carie an angel. Carie uses her training and experience to benefit all customers – external and internal. It is great to be called her friend and co-worker!

## **MEMBER SPOTLIGHT – Wally Trotter, Mountain View Hospital**

- The construction that has lasted for 2 years, is planned to be finished by January 2009. There will be a two-level parking structure that goes behind the building. The “old” Medical Center will come down. Occupants will move into the new area. A drawing was presented of the finished and updated Mountain View Hospital.
- Mountain View Hospital, since 1979, supports residents of south Utah County.
- There are 430 employees working here; also, 80 volunteers with 40 more needed.
- Expansion projects include the addition of the Mountain View Medical Plaza and a new Women's Center with a separate entrance into the hospital. The Women's Center will provide prenatal care, women's health education, nursery expansion, labor, delivery, and recovery rooms. Ultrasonography, mammography and bone density scan are also provided. There will be contracted physical therapy, emergency room enlargement and an orthopedic unit for joint replacement
- Mountain View Hospital belongs to HCA (Hospital Corporation of America). Included are the Timpanogos Regional in Orem, St. Mark's in Salt Lake City, Ogden Regional Medical Center, Lakeview in Bountiful, Brigham City Community, Eastern Idaho Regional Medical Center (Idaho Falls), West Valley Medical Center in Caldwell, Idaho. A new hospital is going up in Draper, Utah.
- A pedometer to measure how many steps are taken each day was given as a handout.

## **SECTOR UPDATES**

- Construction: Dan Walker - The newest generation of workers are not interested in working construction. Most look at alternate resources for work.  
Miscommunication happening to students?
  - Tap into the resources of guidance counselors in the schools (all of counselors have degrees):
  - 41 schools in the Region.
  - Present a PowerPoint presentation to the school counselors. The intent is to convince the guidance counselors to create interest in construction careers. This would probably be a 2-year initiative. Ideas to present:
    - o Basic Education

- Equipment (include computer, laser, biotech, etc.)
- Wages for those going into high tech jobs
- Apprenticeships (work at obtaining a degree while making wages at the same time)
- Training Programs
- Post secondary education
- Parents mind set change – If someone goes to college and it does not work out or if someone does not attend college, he/she is not a failure.
- Making career options early
- Regional Council will be asked to market the PowerPoint presentation.
- Deseret News article – *Do school counselors discuss all job options?*
  - Some schools have one guidance counselor for 800 students.
  - Utah Valley University has a 4-year biotech program
  - Salt Lake Community College focuses on bio-manufacturing.
- Basic Education: The curriculum is almost complete for training employees through MATC/Provo District/Applied Technology. Employees will each receive the TABE test and if deemed educationally deficient, will be put on an education pathway. Note: *The TABE test is supposed to be 3 hours in length.*

## WORK/LIFE ISSUES

- Lynette Rasmussen – Director, [worklife@utah.gov](mailto:worklife@utah.gov), [lrassmusen@utah.gov](mailto:lrassmusen@utah.gov)  
801 526-4341
  - Mission and Purpose: Create a vehicle that would educate employers about work/life possibilities, provide work/life education in every phase of the award process, create a collaborative competition to reward innovators, leaders and champions.
  - Provide a platform to foster a conversation about best practices throughout the Utah business community.
  - Provide opportunities to showcase and honor outstanding Utah workplaces.
  - Something was wanted that if an employer applied, there was award in doing so. It was wanted to make the employers in all of Utah be better.
  - Award 1998-2008
    - Over 560 nominees, over 100 winners, over 20 cities/counties represented winning companies.
    - 2008 – Over 188 nominees, 33 finalists, 21 winners
    - Governor Huntsman will present at the celebration.

### Wednesday, July 16, 2008

9:00 a.m. – 2:00 p.m.

The Sheraton City Center

Three Seasons Ballroom

150 West 500 South

Salt Lake City, Utah 8410

Workshops

### Lunch

The event is open to the public.

Tickets are \$25.00 each or a Table of eight for \$175

- Legacy Companies: Winning for 5 years (does not have to be consecutively). The company needs to be taking an active leadership role and supporting the mission of the Work/Life Award.
- Impacts may be in leadership, management, employees, business success, recruiting retention, marketing and business community. Example: A Call Center business had a unique situation in listening to young people who eat badly, run all over the place, etc. This Company offered free cereal, juice and milk 24 hours a day.
- Ideas: Best practice tours, best practice forums-workshops, speakers, best practice exchange events, mentor companies, work/life roundtables, collaboration with the Department of Workforce Services Councils.
- Criteria used might be: chairs, air quality, environment, ergonomic chairs, air control, conservation of energy or a way to contribute to the environment.
- Contact
- Julia Mohr, Childcare Resource & Referral, [morju@uvsc.edu](mailto:morju@uvsc.edu)
  - *A child is a person who is going to carry on what you have started. He is going to sit where you are sitting and when you are gone, attend to those things which you think are important. You may adopt all the policies you please, but how they will be carried out depends on him. He will assume control of your cities, states, and nations. He is going to move in and take over your churches, schools, universities and corporations. Your books are going to be judged accepted or condemned by him. The fate of humanity is in his hands. So it might be well to pay him some attention.”*  
–Abraham Lincoln
  - Research findings:
    - o Invest in quality
    - o Involve parents
    - o Start early
    - o Reach at-risk
    - o Teach cognitive and non-cognitive skills
  - Growth of the brain is from birth to 3 years growth. Children are amazing!
  - Benefit cost ratios of studies:
    - o Perry Preschool \$16 to \$1
    - o Abecedarian Educational Child Care \$4 to \$1
    - o Chicago-Child Parent \$7 to \$1
    - o Elmira Prenatal/Early Infancy Project \$5 to \$1
  - On Site Child Care Benefits to Employers
    - o Staff retention
    - o Investment in future employees (children of current employees)
    - o Lower social problems and welfare dependency.
  - Employees/Parents Benefits

- Safe and healthy environment
  - Children’s developmental needs respected
  - Willing to work with parents on skills
  - Open door policy. Parents can drop in on breaks to check on children or to breast feed.
  - Flexible schedules for part time
  - Flexible spending for tuition
  - Benefit to children
    - Quality care
    - Safe, secure and nurturing environment
    - Appropriate furniture and toys
    - Taught social, cognitive, physical, and emotional skills
    - Consistency of care
  - Benefit to society
    - Children are ready to enter the school system
    - Teachers communicate with parents about the child’s development.
    - Language, social and reading skills are monitored.
  - Additional References
    - Theresa Creel, 1-801-595-006  
[theresa.creel@intermountainmail.org](mailto:theresa.creel@intermountainmail.org)
    - Child Care Licensing Southern Area 1-801-374-7688
    - Julia (see above)
    - Lynette (see above)
- What if you are a small business and cannot afford to offer childcare?
  - Lacey Cherrington: Employees trust where an employer sends own kids. If family care gets sick, have to take time off from work. Day care is always open because someone else covers it. Some day care centers will bus children to school and pick them up from the bus.
  - An employer might make an employee’s wage tax free for childcare.
  - An employer might pay an employee’s DWS childcare co-pay.
  - An employer could donate money to school programs that would impact employees.
  - Offer maternity leave to employees.
  - Flexible schedules
  - Shorten work week
  
- Is there liability for employers in connection with childcare? **Lynette Rasmussen** report this as an item of interest.
  - Xactware did not do childcare because of liability.
  - Regional Councils might follow up.

- A work week of 4 Tens is an initiative of Governor Huntsman. This is to be in place by August 4, 2008
- DWS has much going on. It will be decided when DWS can transition to this schedule.
  - Nothing can be done to jeopardize the major computer system eREP.
  - Core hours for Utah would be 7:00 a.m. to 6:00 p.m.
  - DCFS is more extreme for on-call services than DWS.
  - The 4 Tens has proven to greatly increase seat time.
  - Lacey Cherrington suggested making the 4 Tens optional. Doctor appointments could be scheduled on the open Fridays.
- Appreciation is expressed to each of you for coming today. Thanks, Julia, for your handouts.

#### **NEXT MEETING**

- August 28, 2008 (Thursday)
- Lacey Cherrington, host – 746 E 1910 S Suite 3, Provo UT 84601 223-9989
- Presenters: Clay Christensen and Sam Jarman

#### **ADJOURNED**

- 2:00 p.m.