



GOVERNOR'S ADVISORY COUNCIL ON AGING

MATURE WORKFORCE COMMITTEE (MWC)

MEETING MINUTES

September 22, 2011

12:00 p.m. – 2:00 p.m.

Second Floor Conference Room

1700 West Washington Street

Phoenix, Arizona 85007

Council Members, Liaisons, and Participants Present

Charles Brown, George Evanoff (Council Chair), Joyce Finkelstein, Bernadine Hoffman, Marilyn Johnson, Nancy Stump, Joe Woods, Christine Bryson-Lazo, Roger Forrester, Ron Loyd, Randy Maskell, Joel Millman, Shawn Trobia, Virginia Simmon, Rota Venners, and Bill Walker.

Council Members Absent

Kati Bates, Noreen Nickerson-Cruz, Elizabeth Rohn-Nelson, C.T. Wright and Karen Zanzucchi.

Council Staff Present

Deneen Dantimo, Cathy De Lisa and Kim Jennings.

Guests Present and Signing In

Marcy Karin and Judy Montini.

Welcome, Introductions, Review & Approval of Committee Minutes

Council Chair George Evanoff called the meeting to order at 12:02 p.m. A welcome and introduction period followed. Minutes from the July 14, 2011 MWC meeting were reviewed. *Charles Brown made a motion to accept the minutes as presented; Marilyn Johnson seconded the motion. The motion passed unanimously.* The minutes of the August 23, 2011 MWC 2011 Priorities Sub-Committee were reviewed. An error was pointed out by Joel Millman. *Bernadine Hoffman made a motion to approve the minutes as corrected; Shawn Trobia seconded the motion. The motion passed unanimously.*

Follow Up to July 14, 2011 MWC Meeting & Updates from the Council on Aging, Office on Aging

As follow up to the July meeting, Deputy Executive Director Cathy De Lisa announced that Kim Jennings had been hired as the new Program & Project Specialist II and asked Ms. Jennings to give a brief overview of her background. Ms. Jennings provided the overview and encouraged members to help spread the word about the Mature Worker Friendly Employer Certification and let her know if additional information is needed. Roger Forrester reported that plans are underway to have volunteers follow up with those employers attending the forums in Pima County this spring to promote the certification. Ms. Jennings provided an update on applications received and plans for posting the blogs she's collected and circulated a sign up sheet to recruit more bloggers. Ms. Jennings is conducting outreach to the 2008 and 2009 employers in regards

to recertification. Ms. De Lisa thanked Ms. Jennings for her work on the certification as well as the recertification;

Workplace Flexibility News

Marcy Karin, Associate Clinical Professor of Law at Arizona State University provided an update on national workplace flexibility news. According to Ms. Karin, in March 2010, the first forum on work flexibility was held by the White House. Topics included changing demographics and changes happening in the workforce and included Corporate Voices for Working Families and promotion of a pledge or statement of support for work/life flexibility. Since then, the U.S. Department of Labor has held fifteen events across the country run by various groups. Arizona had a statewide event at ASU in partnership with the YWCA of Maricopa County and World at Work that included a focus on the needs of military families/employees. According to Ms. Karin, 40% of veterans are over the age of 65. Mature workers play a large role in caregiving, and her students have worked to provide explanations on the legal rights of grandparents. In addition, Ms. Karin provided the following:

- October is National Work & Family Month.
- Huffington Post is promoting a blog fest – 35 people selected to post blogs on work/life issues
- AZ Work Life Network – offers a breakfast meeting to talk about workplace flexibility
- On November 4, 2011, the AZ Women’s Lawyers Association will hold *Making the Workplace Work for You*
- When Work Works – new partnership with Society for Human Resource Management (SHRM)

Ms. Karin stated she would share information with the Council and the Committee that is being developed by the ASU students (tool kits) to raise awareness and assist workers on how to ask employers about flexibility.

2011 Priorities Sub-Committee

Joel Millman, Sub-Committee Co-Chair, began with an update on the next steps of the survey process. According to Mr. Millman, the Sub-Committee decided more in-depth information was needed from the One Stop Career Center staff so the group decided to conduct a follow-up email survey of only four questions. According to Mr. Millman, the questions are intended to hone in on some specifics and help the Sub-Committee create a tool kit, as needed. A visual of Mr. Millman’s draft was provided on screen and input from the Committee members collected. Mr. Millman then presented the revised work plan and noted timelines on the next steps targeted mid October and recommended that the Sub-Committee meet to discuss and finalize the follow up survey. Deputy Executive Director Cathy De Lisa suggested that since many of the Sub-Committee members had expressed a desire to serve on the newly-formed Council on Aging’s Marketing & Outreach Task Force, meetings might be scheduled back-to-back as a convenience to those members. By general consensus, those in attendance recommended October 3, 2011 at 1:30 p.m. for the next Sub-Committee meeting and 2:30 p.m. for the new meeting.

MWC Priorities for Council’s Annual Planning Meeting, December 2011

Council Chair George Evanoff requested that MWC members bring ideas for the Committee’s 2012 priorities to the November 3, 2011 MWC meeting. The information will be discussed and action taken to provide input to the Council for their December Annual Planning meeting. In response to a request for an overview of 2011 priorities for the group and accomplishments to

date, Ms. De Lisa stated this is a common process for the staff and they would be happy to provide such information to each of the Council's committees at the November meetings.

Announcements

Shawn Trobia announced that the AARP offices have moved and during that process, she found resources that she would like to share with the committee, a CD titled "Work @ 50+," "Work Search A Guide for Older Job Seekers" and "An Employer Guide to Employing and Retaining Older Job Seekers." Copies of the CD and the guides are available through the Council on Aging office. Mrs. Trobia also announced that AARP did over 83,000 tax payers' taxes last year for free and they are looking for volunteers to assist with the 2011 tax season. She also announced she wanted to recognize and acknowledge Joyce Finkelstein's award from AARP and that Ms. Finkelstein will be recognized formally in October by the AARP nomination committee.

Adjournment

The meeting was adjourned by Council Chair George Evanoff at 1:32 p.m.

Next Meeting:

The next meeting of the Mature Workforce Committee of the Governor's Advisory Council is scheduled for November 3, 2011. Location to be determined and announced by public meeting notice posted at the GACA website: www.azgovernor.gov/gaca/. These meetings are open to the public.