

HR CAP Meeting Notes 3/28/2023 1pm

Members present- Sherry Brill- Chartiers Center- Committee Chair, Doug Clewett- Easter Seals, Alana Delaney- Family Resources, Eric Ziegler- Residential Care, Judy Muller- Transitional Services, Rosann Linza- Life's Work and Willette Walker- Mainstay Life Services

- 1) **DEI Meeting follow-up discussion-** the group discussed steps agencies have taken to this point, what starting points maybe, assessment tools that can be used. One of the first things that group agreed upon that needs to happen is board of directors buy-in and then buy-in from senior leadership and so forth. Some agencies already have used assessment tools and have data they are collecting and reviewing. Mainstay shared they are looking at DEI-B, Diversity, Equity, Inclusion and belonging. Meaning Inclusion efforts have been made for people to be included but the belonging is wither or not the staff working at the agency feel included and that they belong to the organization. A few of agencies in the group have DEI committees which include staff from every level of the organization including the board of directors. Doug mentioned he attended a Bayer Center training for DEI and said he would share with group if he receives the assessment tool and Alana also mentioned she would see if there is anything she can share from when they did the assessment.
- 2) **Masks/temperature taking-** Rosann from Life's work said they are considering dropping the requirement for both mask and temp taking and was looking to see what they group is doing. Eric from Residential Care said they stopped both about a year and ½ ago. They still do require staff to be out for 5 days if they are positive and wear a mask at work for an additional five days. PFQ said they are still masking and taking temperatures but are looking at changing the requirement. Mostly for when just staff are in meetings together. Transitional Services and Chartiers Center are following CDC guidelines and are not mandating staff to regularly wear masks. Exceptions would be if a staff was exposed they would be asked to mask for 10 days from exposure and if staff test positive they are required to be out for 5 days and then mask for 5 days. Most of the group agreed that staff should not come to work and spread their germs to others. If staff are sick, then they should stay home.
- 3) **ICHRA (individual Coverage Health Reimbursement Arrangement)-** Doug shared due to uncertainty of health insurance increases, he has been doing some research into ICHRA. He described ICHRA and how it works. It is a new form of health reimbursement arrangement that was established by the federal government in 2019. The idea is the agency determines a fixed amount of money to give to their employees who elect to participate in insurance (based on level of coverage they are selecting). The employee takes that money and selects insurance plans to meet their personal needs. This allows

employees to choose plans/carriers and benefits they want based on their needs. And employers have a fixed cost for insurance instead of waiting for the uncertain insurance renewals each year. Chartiers was also researching ICHRA as a possible option and said they would share any information with the group they receive.

- 4) **Medical Marijuana and Pre-hire testing**- Eric asked if other organizations were doing pre-hire testing for marijuana and if testing was positive how were agencies handling it. A majority of the agencies are not even testing for medical marijuana at pre-hire and removed it from their panel due to the increase in those with medical marijuana cards. Others were accepting new hires with a medical marijuana cards.