

ABILITIES COMMITTEE MINUTES
THURSDAY, SEPTEMBER 9, 2021, AT THE WDB OFFICE

ATTENDANCE – ABILITIES COMMITTEE

MEMBERS		11-Mar-21	8-Apr-21	13-May-21	10-Jun-21	12-Aug-21	9-Sep-21
Maggioncalda, Jim CHAIR	TFG Management Services	X	X	X	X	X	X
Abrams, Barbara	Jewish Family & Children Service of Southern NJ						
Cirii, Frank	Local Area Operations Director		X	X	X		X
Deitz, Jeffery	Division of Vocational Rehabilitation Services						
Donato, Carl	Wawa		X	X	X	X	
Forman, Lois	Jewish Family & Children's Service	X	X	X	X	X	X
Freire, Edison	JEVS Human Services	X	X	X	X	X	X
Fugee, Antoinette	Center for Family Services	X					X
Hale, Dawn	The Arc of Camden County	X	X				
Lucas, Angela	JEVS HireAbility						X
Marks, Karen	Jewish Family & Children Service of Southern NJ		X	X			
McClintock, Monica	Rowan University		X	X	X	X	X
Mills, Jay	NJ Commission for the Blind and Visually Impaired						
Scott, Jessica	The Arc of Camden County		X	X	X	X	X
Smith, Veda	Camden County Independent Living Center						
Taguwa, Denise	LWD-WDB Coord + Support		X		X		
Veneziani, Jennifer	Program Planning and Development Specialist, DVRS						
Levitt, Alex						X	X
Swartz, Jeffrey S.	WDB	X	X	X	X	X	X
Varallo Kathleen	WDB	X	X	X	X	X	X

WELCOME

The Committee discussed concerns regarding the expiration of extended benefits. All agreed there may be an influx of customers wanting more extensions or help with Unemployment claims. Frank Cirii, Local Area Operations Director, announced the County would be participating in a Job Fair, Friday, September 17th, 10am-2pm at the Cherry Hill Mall. The Committee discussed safety logistics and registration. Frank encouraged committee partners to bring any materials they might want to share at the county partner tables. Jeffrey S. Swartz, Executive Director, called the meeting to order at 8:40am, welcomed attendees and thanked them for joining the call. He also welcomed Major Timothy Galvin, Cooper University Healthcare. Tim announced that a Cooper University Healthcare Vet team is helping with the repatriation of individuals returning from Afghanistan. He asked the committee to forward any action items regarding the planning of the event. Jim Maggioncalda, Chair, joined the meeting and thanked Jeff for getting the meeting started, he had technical difficulties getting on the call.

The Committee reviewed the minutes from the meeting, August 12, 2021. Jeff asked if there were any corrections or changes. Hearing none, he asked for a motion to approve the minutes. Monica McClintock made the first motion; Lois Forman, made the second motion. By unanimous vote to the affirmative, the minutes, Thursday, August 12, 2021, were approved.

Jeff asked for an update on the PTSF event. Kathleen Varallo, Administrative Assistant, WDB, said Tim Galvin has provided all the requested information for the program, speaker names, titles, bios, and presentation titles. She said the only items missing are a few speaker photos. She had asked for committee review and edits to the program draft. She also contacted Carl Donato, Wawa, to help schedule a call with the panelists to review talking points. He will be serving as moderator to the panel. Kathleen also reported that Lou Lesig had to cancel his appearance, so she contacted Deirdre Groenen, Esquire, to speak, and she will be available. Kathleen reminded the committee that Deirdre spoke at the last event in 2019 and was well received. She will be able to give attendees the latest updates regarding HR law and policy.

Monica McClintock, Adjunct Professor, Rowan College of South Jersey, said she reviewed the program draft and did some editing. She said the important elements will be to state what benefit or points of interest the workshops will provide. She sent a revised program draft back to the WDB office. She did not have all the answers to some points in the draft, but that is something that can be discussed with Tim and more information is needed from Deirdre Groenen. Kathleen asked Monica and Lois to meet on another call to discuss objectives. She said Tim was leaving input to objectives to the committee.

Lois Forman, Jewish Family and Children Services, (JFCS) asked if the Eventbrite posts were gaining any registration to the event. She has been sending out the flyer to her contacts. Kathleen said each time the event is posted to Facebook or LinkedIn, it is getting a response. She said we are currently up to ten registrations. Given the capacity seating of the event, that is a good response to start with. Kathleen said the WDB is updating its business contact list with new contacts forwarded by the Business Service Team. The WDB is awaiting final confirmation about moving forward with an in-person event. Jeff asked if there were any further comments or edits to the program draft. He said Jim, Tim and Kathleen will connect again to discuss any final considerations. Kathleen said she will appreciate help from the committee to review and finalize the draft before contacting Tim again. Lois asked what topics Deirdre will speak on and should we be guiding her towards certain topics. Jeff said we can contact her before the event to review talking points. Jim said she can speak on legal challenges regarding PTSD. Edison Freire, JEVS Human Services, referred to Monica's description in the edited draft. The Committee discussed some HR and legal topics with regard to what HR professionals will want to hear about. Monica's insertion to the program draft read as follows; This workshop will provide attendees with a legal perspective on employment considerations regarding employees with PTSD and related disorders.

The Committee also discussed other in-person events around the county. All agreed that there is still a discomfort about mask wearing and vaccination rates. Monica said Tri-State HRMA hosted a hybrid and in-person event. The virtual components need to be refined but it turned out well. She said her board met last night and is seriously considering going back to virtual events into 2022. Tri-State received feedback from both those that attended in-person and those who attended virtually. Many are very uncomfortable about attending an event with some wearing masks and others not. She noted that for this WDB event, we will have to be very clear about safety protocols and require the wearing of masks for all attendees. The Committee discussed current CDC guidelines. Jeff said no matter what happens, the WDB will follow the guideline put forth by the County Board of Commissioners. He said the latest state policy is that all staff must be vaccinated or tested weekly on their time and at their expense. He said there are still a lot of unknown questions and concerns. He

asked Frank to give the committee updates to what the County and One-Stop are doing to keep staff and customers safe. Frank said all staff will be required to get vaccinated or undergo weekly testing. All customers entering the facility are required to wear masks. Staff, whether vaccinated or not, must wear a mask in the common areas. Monica said one of the concerns addressed at her board meeting was that once food eating began, the masks were taken off. She said the consideration of not serving food at the next in-person events was discussed especially if the group could not get out of its contract with the hotel. Jeff suggested putting a plan in place to address the event in a hybrid or virtual way. The Committee discussed some options for going virtual with the event. All agreed that based on other events they have planned, it can take months of planning. All agreed to move forward with caution and impose mandatory mask wearing at the event. They also discussed whether to forgo serving any food at the event. It was the consensus of the committee that going virtual was not longer an option at this point because of time, and associated costs. There is an expense to paying for a virtual platform. Jim said at this point, we will have to require masks and vaccinations and not serve food, go completely virtual, or postpone the event until spring. Jeff said the event must be handled professionally, and if we can't deliver a first-class event than it would be better to cancel. Jeff said the County will not hold us to any additional expense if we had to cancel. Kathleen confirmed the Boathouse is flexible. Jeff suggested deciding in two weeks. Jim said the event is only 4 weeks out, so we will get in touch with Tim and decide sooner than later. Jeff said the other option will be to host the event via zoom conferencing. The Committee discussed job related requests by customers and clients to meet virtually or by phone.

Jim thanked the committee for their input and help with the program draft. He asked the committee to stay on top of emails in case there are any updates of changes to the event. Jeff also reminded the committee there is a Quarterly Board of Trustees meeting scheduled on Wednesday, September 22nd. There will be an employer panels discussion about their experiences with COVID and vision for the future.

NEXT MEETING

The next Abilities Committee meeting is scheduled on Thursday, October 14th @8:30am. This meeting will be conducted via Zoom Conferencing. The updated program draft, for the event will be sent along with the meeting materials.

Submitted by

Kathleen Varallo

Administrative Assistant