

October 21 – IEC ED Covid-19 Sharing Session

Below are resources and quick notes discussed on the zoom meeting.

Notes

Spike in Cases

- One ED said numbers are rising where she lives, but apprentices have not been affected.
- A question was asked about what to do with temperatures that are lower than normal since the weather is getting cooler.
 - It was suggested to check and see what guidance the CDC or local health departments may have on this topic.
- Community colleges are planning to extend virtual learning all of next year.
- New Jersey is now worse than New York and it is recommended that they not go into each other's states. This is hard to do with many working in New York and living in New Jersey.

Grades

- One ED asked about how apprentices' grades are. They have finished up midterms and have noticed that the apprentice's grades are poor. There seems to be a GPA drop of 15-20 points compared to last year. One class has half of the apprentices failing.
 - They attribute the poor academic success with not being in the classroom, so have rented out another location to bring the apprentices back to school while maintaining social distance guidelines.
 - Chapter also plans to bring in a Quality Assurance Coordinator to help monitor the apprentices' grades.
- Another ED mentioned that for the most part the apprentices' grades haven't changed but has noticed that they are not turning in their homework.
- One ED said that their contractors are automatically notified when their apprentices do not turn in their homework or miss a class.
- One ED mentioned that the rigor of online learning is too much for some apprentices. Online learning is demanding in a different way and some apprentices are struggling with it.

Flashpoint

- One ED asked how OJT hours are verified in Flashpoint. She said she currently attaches pay stubs to her apprentices' OJT hours.
 - An ED mentioned that supervisors can sign-off on OJT hours via Flashpoint.
- Other EDs said they have the supervisors sign off and verify the OJT hours.
- Flashpoint has to customize the system for each chapter, so it may be hard to provide a discount, but IEC National will reach out and ask them.
- ED asked if there were any other programs being used or if anyone knows what ABC or IBEW uses for its apprenticeship program.
 - One ED said her community colleges uses a different program and will find out its name.

Employee Retention Tax Credit

- Since chapters are ineligible for the PPP, this tax credit is a good way to save money.

- One chapter has applied for it as has already received a \$25,000 tax credit. This tax credit eliminates paying FICA for employees.

Registering for National Meetings

- Niel Dawson reminded the group that you have to sign up individually for national meetings next week such as the regional caucuses, Board of Directors, and House of Delegate meetings.
 - This is in part because different platforms are being used for different meetings.
- Questions were asked if the A&T policies would be brought up at the Board of Directors meeting.
 - As of today, it does not seem like it will be brought up.

ED Council Meeting

- The scheduled meeting during Convention did not occur. It was discussed to use the next meeting on November 4 as an ED Council meeting.

Looking for Instructors

- A few chapters stated that they are looking to hire instructors.
 - One chapter is reaching out to its apprentices that have graduated from their program.
 - Another ED suggested looking at inspectors as they have made good instructors for their chapters.
- One chapter said it raised the hourly wage from \$25/hour to \$35/hour and has seen an increase in applicants.
- One chapter has instructor assistants to help with virtual learning, but also to learn from current instructors and can then be promoted to instructors.