



# JSEC Newsletter

The Job Service Employer Committee (JSEC) works with and supports the services of the local Job Service and assists with community workforce development needs.

## JSEC Offers Employer of Choice Awards

The Glendive Job Service Employer Committee would like to recognize businesses that create great workplaces in our community by presenting them with the Employer of Choice Award. The Glendive JSEC will recognize three employers: an employer with between 2-24 employees; an employer with 25- 49 employees; and an employer with 50 or more employees.

Are you employed by an Employer of Choice?

- Are you an enthusiastic employee because you are fully engaged at work and your employer brings out the best in you?
- Does your employer provide innovative workforce solutions for training, increasing employee participation and increasing employee motivation?
- Do you know of a business in your community that has done something exceptional for its employees and / or the community?

Tell us your story by nominating your business OR forwarding the information to someone who works for a business you feel is an Employer of Choice. We want to hear what businesses in the area are doing to create great workplaces, and we want to recognize those businesses!

Some criteria which you may want to consider in your nomination process are:

- Does the business offer employee benefits programs, and/or employee-centered initiatives such as wellness programs?
- Does the business offer employee training (the active development of employee skills, knowledge and education for both present and future benefit to the organization and community)?
- Is the business involved in the community and/or does it hold itself to the standard of serving as a community role model?
- Does the business strive to offer excellent customer-service practices and a corresponding service-centered philosophy?
- Does the business engage in consistently ethical business practices?
- Do you feel that this business helps to serve the community, and that working there helps you to serve the community as well?

Applications will be held for three years, and will be considered for three years past their original submission (for example, 2018 applications will also be considered in 2019, 2020

and 2021).

**Nominations are due on March 9, 2018**

Contact Job Service for the nomination form and award guidelines. Call 377-3314, email [dhandran@mt.gov](mailto:dhandran@mt.gov) or [glendivejsc@mt.gov](mailto:glendivejsc@mt.gov) OR download the nomination packet by clicking on the link titled "Nominate your employer today!" from our website (Announcements section):

<http://jobservices.dli.mt.gov/about-job-services/glendive>

Please email completed nomination form to: [dhandran@mt.gov](mailto:dhandran@mt.gov)

Or mail to:  
Glendive JSEC  
c/o Darla Handran  
211 S. Kendrick Ave.  
Glendive, MT 59330

Past award winners are:

American Ford\*  
AWARE Inc.\*  
Cal's Carpet\*  
Dawson Community College\*  
Fisher Sand & Gravel Co.\*  
Glendive EyeCare\*  
Glendive Medical Center\*  
Guelff Lumber\*  
HKT Big Sky Motors\*  
WBI Energy Transmission

\*not eligible to participate in 2018

## Assistance for Business Clinic Scheduled for May 9th

Area businesses are invited to attend the Assistance for Business Clinic to be held from 8 a.m. to 5 p.m. on Wednesday, May 9<sup>th</sup> at the Carney Center in Glendive.

Representatives with the Montana Department of Labor & Industry, Department of Public Health and Human Services, and Montana Employer Support of the Guard & Reserve will be on hand to present information and answer questions

pertaining to state withholding taxes, unemployment tax and insurance requirements, minimum wage and overtime laws, workers' compensation coverage, new hire reporting, income withholding orders, and USERRA laws and regulations.

There is a registration fee of \$40, which includes lunch and refreshments.

Pre-registration is recommended, but registration will be offered beginning at 7:30 a.m. the day of the clinic. The event is sponsored by the Glendive Job Service Employers Committee (JSEC).

For more information or to obtain a registration form, contact Darla Handran, JSEC Coordinator, at 377-3314 ext 206 or via email at [dhandran@mt.gov](mailto:dhandran@mt.gov).

## FREE Labor Law Posters are Available

Did you buy a labor law poster for 2018? We hope not!

You do not have to purchase the posters that are required by federal law to be posted at worksites. They are available for FREE from your Job Service.

This year, because there are no changes to the five required sections of federal law, the "5 in 1 poster" has no revisions, so you may keep using last year's posters. However, those posters list Montana's minimum wage as \$8.15 per hour.; that wage changed to \$8.30 per hour on January 1. The simplest solution is printing out a small sticker with the new wage to paste over the outdated wage.

*The Montana minimum wage section was added as a courtesy to businesses, but is not a state or federal posting requirement.*

Businesses may download the new

Montana minimum wage poster at <http://erd.dli.mt.gov/labor-standards/wage-and-hour-payment-act/wage-and-hour-poster>. Information and downloadable posters containing the required federal law sections are available at <http://wsd.dli.mt.gov/employers/labor-law-posters>.

Unfortunately, this free and simple way to comply with the law has been hijacked by some companies who have circulated sales pitches for their posters at \$20 or more for a laminated reproduction of the posters. Some sales pitches are threatening and aggressive, indicating that businesses risk fines of more than \$30,000 if they don't buy the posters. Don't fall for this. These posters are always free from Job Service.

If you wish to file a complaint due to threats OR because of being billed for posters you did not or-

der, you may call the Montana Office of Consumer Protection at 800-481-6896 or 406-444-4500.

**Remember**, federally required posters cannot be placed in a binder. **They must be displayed in a conspicuous location where they are easily visible to all employees.** The posters may need to be posted in several buildings or locations.

Additionally, the FMLA\*, EEO, and EPPA posters are also required to be placed where they can be seen **by applicants** for employment. If ALL hiring is done online, have a link to the posters on the company website.

For more information about posting requirements or to request free posters, please call the Job Service at 406-377-3314.

\*employers with 50 or more employees must post

## December 2017 Unemployment Rates

Nation*	4.1%	Dawson County	3%
Montana*	4.1%	McCone County	2.4%
*seasonally adjusted		Wibaux County	3.2%

## Miles City Job Fair Open to Area Employers

Area employers are invited to participate in the Miles City Job Fair on Tuesday, April 17, 2018 from 11 a.m.- 4 p.m. at the Miles Community College Centra.

This event will provide an oppor-

tunity to interview job seekers for employment as well as build an applicant pool.

The cost for the event is \$50 which includes a table, 2 chairs and Wi-Fi. (Add \$20 extra if you

require electricity)

For more information or to register, go to the Miles City website (Events section): <http://jobservices.dli.mt.gov/about-job-services/miles-city>

### JSEC Members

John Paul Baker  
Baker Construction

Paul Hopfauf  
Montana-Dakota Utilities

Joetta Percy, JSEC Chair  
Glendive Medical Center

Joan Thibault  
Chamber of Commerce

Joe Drivdahl  
Dawson Community College

Jerry Jimison  
City of Glendive

Cheri Reed  
Vocational Rehabilitation

Carlena Quinn, JSEC Treasurer  
HKT Big Sky Motors

Mel Fohl  
First American Title Company

Christine Leach  
American Bank Center

Barb Roehl  
Dawson County

MaryAnn Vester  
BOSS Office

Paula Frank, JSEC Vice Chair  
American Bank Center

Holly Micheletto  
Montana East Realty

Stephen Schreibeis  
Glendive Public Schools

Darla Handran  
JSEC Coordinator & Newsletter Editor

Interested in becoming a member of JSEC?  
Call Job Service or any JSEC member.

211 South Kendrick  
Glendive, MT 59330  
Phone 406-377-3314  
Fax 406-377-5831  
Email: [glendivejsec@mt.gov](mailto:glendivejsec@mt.gov)



<http://glendivejobs.mt.gov>