



3rd Quarter September 2016

JOB SERVICE BOZEMAN NEWS

Job Service Employers' Committee Monthly Newsletter

Let us be
your partner
in building
Montana's
workforce.

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Job Service
BOZEMAN

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History of Labor Day

Labor Day, the first Monday in September, is a creation of the labor movement and is dedicated to the social and economic achievements of American workers. It constitutes a yearly national tribute to the contributions workers have made to the strength, prosperity, and well-being of our country.

The first governmental recognition came through municipal ordinances passed during 1885 and 1886. From these, a movement developed to secure state legislation. The first state bill was introduced into the New York legislature, but the first to become law was passed by Oregon on February 21, 1887. During the year four more states — Colorado, Massachusetts, New Jersey, and New York — created the Labor Day holiday by legislative enactment. By the end of the decade Connecticut, Nebraska, and Pennsylvania had followed suit. By 1894, 23 other states had adopted the holiday in honor of workers, and on June 28 of that year, Congress passed an act making the first Monday in September of each year a legal holiday in the District of Columbia and the territories.

The Founder of Labor Day?

Matthew Maguire vs Peter McGuire
Machinist | Carpenter



[Read On](#)

The first Labor Day holiday was celebrated on Tuesday, September 5, 1882, in New York City.

More than 100 years after the first Labor Day observance, there is still some doubt as to who first proposed the holiday for workers.

LABOR DAY
2016
WORKING FOR YOU

*The Montana Labor Day Report will be published Tuesday, September 6th.
[Read it Here!](#)*

Non-Seasonally Adjusted Unemployment Rate August 19, 2016 Release:

Nation *4.9%
Montana *4.2%
Gallatin County *2.4%

Gallatin County:
Unemployment Rate: 2.4%
Total Labor Force: 65062
Total Unemployed: 1553

Source: Local Area Unemployment Statistics
www.lmi.mt.gov

As of September 1st, the Job Service Bozeman Center has 1,082 jobs posted across all industries.

What's In a Posted Pay Rate?

By Scott Eychner *from The Best Kept Secret Blog*

DLI Workforce Services – Connecting Montana's workplace with its workforce.

<https://mtwsd.wordpress.com/>

If you're an employer trying to fill a vacancy, likely a lot of visibility.

It's an age-old debate between those posting jobs and those seeking them. One we hear about frequently. So we decided to do our own research using our [state job matching system](#) and the jobs and job seekers it contains. What we found was staggering.

We looked at one week in May's total new job listings, about 1200 jobs. Of those:

- 16% (200 jobs) listed pay (at least a pay range).
 - These jobs got an average of **37** hits (views) per job and **10** people applying.
- 84% (1000 jobs) did not.
 - These jobs got an average of **13** hits (views) per job and **3** people applying.

Talking about pay up front *may* pre-set job seeker expectations and *could potentially* cost employers a bit more. But there's no denying the audience it brings. And in today's tight labor market, that audience can make all the difference.

<http://lmi.mt.gov/>



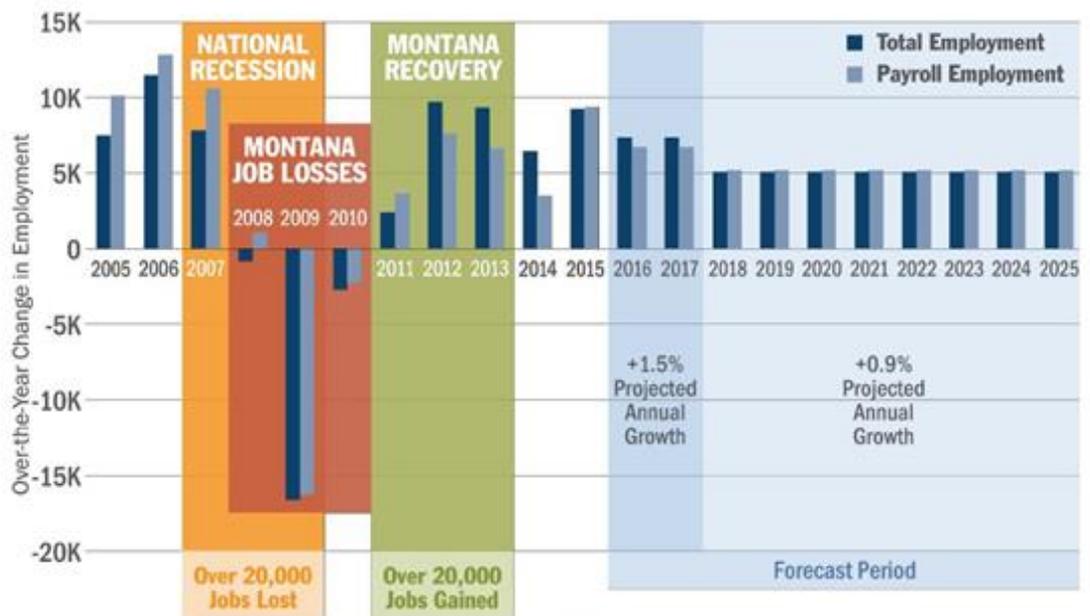
Montana Economy at a Glance

A Montana Department of Labor & Industry Publication

The annual average growth in employment in Montana since 2005, and the projected annual growth through 2025. It does not attempt to predict fluctuations in the business cycle.

Over the last five years, employment in Montana has grown faster than average, adding more than 30,000 jobs since 2010. Employment was back to pre-recession levels by 2014 and since then, Montana's economy has continued to expand.

OVER-THE-YEAR EMPLOYMENT CHANGE, HISTORICAL AND PROJECTED 2005-2025



Source: Historical total employment data from Local Area Unemployment Statistics (LAUS) and historical payroll employment from the Quarterly Census of

“The presenters concluded that Gallatin County will continue to lead the state in growth in population, wages and total employment into 2017 and beyond.”

Mark Albee

Gallatin County Economic Report

By Mark Albee; Job Service Bozeman

The University of Montana’s Bureau of Business and Economic Research presented their mid-year economic report August 9th in Bozeman. This report, along with other available data, paints a pretty rosy economic picture for the Gallatin Valley. The presenters concluded that Gallatin County will continue to lead the state in growth in population, wages and total employment into 2017 and beyond. Gallatin County added 2,221 jobs in the last year- no other county added even 1,000 over the same period (Yellowstone added 926 and Missoula County 501 as runners-up). The official Gallatin County unemployment rate declined from the April 2009 peak of 7.9% to 2.4% at last report while MT as a whole averaged 4.2% and the U.S. average was 4.9%.

Coupled with economic gains, population is also rising quickly. According the 7/12/16 Bozeman Daily Chronicle, the city’s growth rate for 2015 was 4.2 percent- this value is higher than any other Montana community. Billings, Missoula, Helena and Kalispell each grew at less than 2 percent! Unfortunately, this increase is not resulting in enough workers to keep pace with employer needs. Perhaps the greatest challenge business here faces, now and in the foreseeable future, is a shortage of able and available workers. Many will remember that precisely this occurred in the boom years of 2002-2006, when the Gallatin County unemployment rate fell below 2%.

As one effort to address this, Gallatin College has expanded its offerings to include nine workforce programs of from 1-2 years in duration, two 2-year associates programs for those looking to move on to a bachelor’s degree, dual enrollment for high school students and pre-college development programs. Many of these programs started just in the last three years. Now, since the Gallatin Valley is home to approximately 30 photonics and optics companies – the highest per capita concentration of such companies in the U.S. – and skilled photonics technicians are needed to grow the industry, a two year Photonics and Laser Technology associates degree launched with its first cadre of students August 29th!!

[Click here for more information](#)



Each year, Bureau economists collect and analyze economic data to provide local, state, and national forecasts. Economists present their findings at the Bureau's annual Economic Outlook Seminars held in a variety of communities throughout the state. Along with economic forecasts, Bureau economists and other experts focus on major industries such as travel and recreation, health care, agriculture, manufacturing, and forest products.

Potential future programs include culinary arts, information technology and new medical industry offerings such as a surgical tech program.

All this seems eminently possible as MSU sets new enrollment records each semester, with this fall’s enrollment possibly topping 16,000 students for the first time. Concurrently, the Montana University System as a whole has lost 2,100 students since 2007. Swelling numbers here have necessitated construction of new student housing, with 1,000 new residential opportunities completed since 2015. Another benefit of the increased enrollment is the hiring of new and more diverse faculty and staff. In the midst of increasing attendance, quality has not been sacrificed as average freshman ACT scores stand at an all-time high.

OSHA delays effective date for enforcing anti-retaliation section of injury tracking rule



OSHA is [delaying enforcement](#) of the anti-retaliation provisions in its [new injury and illness tracking rule](#) to conduct additional outreach and provide educational materials and guidance for employers. Originally scheduled to begin Aug. 10, 2016, enforcement will now begin Nov. 1, 2016. Under the rule, employers are required to inform workers of their right to report work-related injuries and illnesses without fear of retaliation; implement procedures for reporting injuries and illnesses that are reasonable and do not deter workers from reporting; and employers are prohibited from retaliating against workers for reporting injuries and illnesses.

OSHA Quick Start Tool

[Compliance Assistance Quick Start](#) is a tool to introduce employers and workers, especially those at new or small businesses, to the compliance assistance resources on OSHA's website.

Quick Start currently includes modules for:

- [General Industry](#)
- [Construction](#)
- [Health Care](#)

By following the step-by-step guides, you can generate an initial set of compliance assistance materials tailored to your workplace.



"Ask an Economist"

Have a question about Montana's economy?

We have answers.

This site is your chance to pick the brains of our knowledgeable team of economists about issues affecting the Montana economy. Simply click the green "Submit a Question" button.

We can't promise we'll answer every question with an individual post, but all legitimate questions will receive a response.

[SUBMIT A QUESTION](#)

Business Workshops

**Sign up Now –
Call Sue @ 582-9223.**

**September 14th, Noon to 1pm
CYBER SECURITY for
BUSINESSES**

**September 21st, Noon to 1 pm
WORK OPPORTUNITY TAX CREDIT
(WOTC)**

Job Service Workshops are a business resource provided at no cost to Employers and Business Owners.



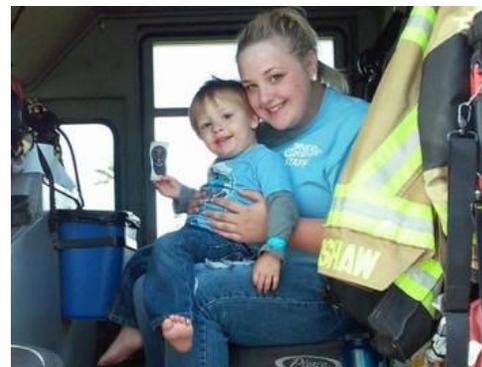
If You Work Extra, You Should Get Paid Extra

From U.S. Department of Labor Working For You

The nation has made a remarkable recovery since the Great Recession, but many Americans aren't yet sharing in the prosperity being created. Stagnant wages have left many feeling as though they are working harder, but falling farther behind.

In recent decades, the erosion of overtime standards—a critical feature of the Fair Labor Standards Act—has undermined the economic stability of many white collar workers.

Because of the failure to update the overtime regulations, an exception to overtime protections originally meant for highly compensated executive, administrative and professional employees now applies to workers earning as little as \$23,660 a year.

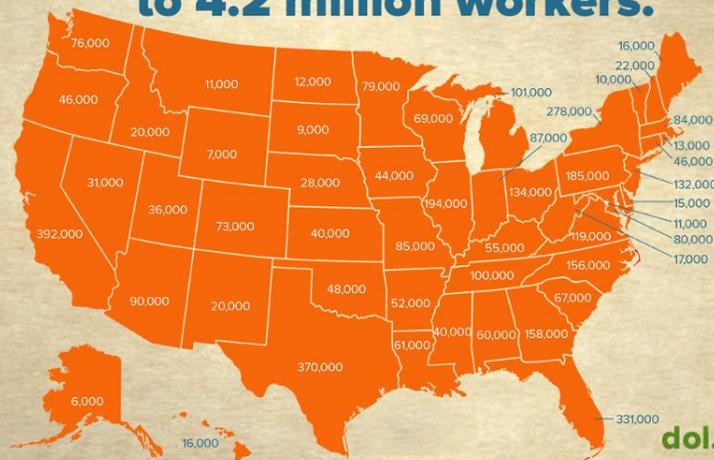


This includes workers like Elizabeth Paredes, a single mom and the assistant manager of a sandwich shop in Tucson, who is paid a flat salary of \$24,000 per year. While she routinely puts in 50 or more hours each week, she doesn't earn a single dime of overtime. That's because, under outdated rules that govern the overtime eligibility of managers, her employer didn't have to pay her for the extra hours she works.

So the Department of Labor took action to restore the promise of the Fair Labor Standards Act—the bedrock of worker protection laws—and more than doubled the salary threshold, lifting it from \$23,660 to \$47,476 per year, to ensure that it provides an effective test for determining white collar employees' entitlement to overtime pay.

The updated rule extends overtime protections to more than 4 million white collar workers.

Overtime updates will extend protections to 4.2 million workers.



dol.gov/overtime

“America works best when we field a full team. There’s no such thing as a spare American.”

Labor Secretary Tom Perez

CYBER SECURITY

John Cross, MT Dept of Labor & Industry Technology Services



September 14th, 2016

Noon to 1:00 pm

Job Service Bozeman

No Cost through Job Service

What you will learn:

The Rise of Ransomware – Malicious actors from the criminal underworld hold your computer files hostage with this virus until you pay up, and it's spreading exponentially into our homes and businesses. People around the globe are being forced to give in to ransom demands in order to regain normal operations. Learn how to prevent it from happening to you or your business.

Spearphishing – Spam email messages saturate our inboxes, but carefully-crafted phishing emails take it a step further. Spearphishing is the most effective method hackers use to get into our computer systems. Learn how to recognize these social engineering attacks.

Malvertising – The 500 Billion dollar online advertising industry knows your every move on the Internet. Their ads can infect your computer with a virus simply by visiting a major website. Learn how to limit these invasive tactics.

Vulnerabilities in the Internet of Things – Your TV, cell phone, fitness tracker, wireless network, webcam and baby monitor are vulnerable to hackers. Use these simple tricks to keep prying eyes out of your business.

Business Operations and System Hardening – An overview on reducing vulnerabilities on your computers and within your business processes by employing some simple security best practices. You will learn practical applications of how to respond to security threats and to prevent many of them from ever occurring.

About the Presenter:

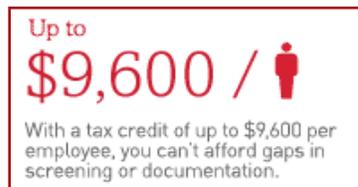
With over 15 years of IT experience, John Cross found his niche in cybersecurity after serving time in the United States Army. John deployed to Iraq with a Military Police unit to help train Iraqi Security Forces. He specialized in securing classified military equipment, data and communications, and he participated in numerous combat convoys in support of the mission. Since his tour of duty, he received a Bachelor's of Science in Information Systems Security and several industry certifications including Security+ and Certified Information Systems Security Professional (CISSP). John works currently with the State of Montana's Department of Labor & Industry, where he serves to help the department maintain regulatory compliance, reduce risk to their information systems, and promote awareness of cybersecurity throughout the enterprise.

Please register by telephone.

Call Susan at 582-9223 or Nancy at 582-9234.

Work Opportunity Tax Credit (WOTC)

CHRISTY ROBBINS, MT Department of Labor & Industry,
Workforce Services Division



September 21st, 2016

Noon to 1:00 p.m.

Job Service Bozeman

No Cost through Job Service

Employers who hire new employees from one of the approved target groups may be eligible for this tax break. WOTC benefits employers and increases economic growth and productivity.

The Work Opportunity Tax Credit (WOTC) program reduces an employer's cost of doing business and requires minimal paperwork. The success and growth of this program depends on a strong public and private sector partnership to help those most in need find and retain jobs and gain on-the-job skills and experience. WOTC benefits employers and increases economic growth and productivity. Use of the program has substantially increased in recent years as Congress has expanded the target groups' and increased certain credits.

The majority of employers aren't aware the program exists and others are reluctant to apply. When applying for certification the employer needs to submit an IRS Form 8850 and an ETA 9061. These forms must be completed on or before the job is offered to the potential employee and submitted to the Department of Labor & Industry, WOTC Unit, 1327 Lockey; Helena, MT. 59601, within 28 days of the employee's start date.

For more information about the program, attend this free workshop at the Job Service Bozeman.

Register by telephone – Sue at 582-9223 or Nancy at 582-9234.

About the Presenter:

Christy Robbins is a Program Manager for the Department of Labor's Workforce Services Division. She's been employed department for 25 years starting out the first 10 years with the Unemployment Insurance Division and the last 15 as the Work Opportunity Tax Credit Program Manager. As the program manager she reviews, investigates and evaluates certification requests to determine employer eligibility along with providing state and national training to interested organizations.